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ABSTRACT

Developed by the U.S. Department of Labor's Occupational Information Network (O*NET) team, the O*NET[TM] Career Exploration Tools (Version 3.0) consist of three main parts: (1) the Interest Profiler; (2) the Work Importance Locator; and (3) the O*NET[TM] Occupations Combined List. The Interest Profiler is a self-assessment career exploration tool that can help individuals discover the type of work activities and occupations they would like and find exciting and use their interest results to explore the world of work; the Profiler includes: a User's Guide, Instrument, Score Report, and O*NET[TM] Occupations Master List. The Work Importance Locator allows individuals to pinpoint what is important to them in a job as well as helping them identify occupations that they may find satisfying based on the similarity between their work values and the characteristics of the occupations; the Locator includes: a User's Guide, Instrument, Score Report, and O*NET[TM] Occupations List. The final component of the Exploration Tools, the O*NET Occupations Combined List, Interests and Work Values, combines the results from both instruments and provides a comprehensive listing of O*NET 3.0 occupations arranged by each Interest/Work Value category to help users explore careers. (MA)

ED 455 450

O*NET ™ Career Exploration Tools
Version 3.0

Interest Profiler
- User's Guide
- Instrument
- Score Report
- O*NET™ Occupations Master List

Work Importance Locator
- User's Guide
- Instrument
- Score Report
- O*NET™ Occupations Master List

O*NET™ Occupations Combined List
- Interests and Work Values

U.S. Department of Labor, Employment and
Training Administration

2000

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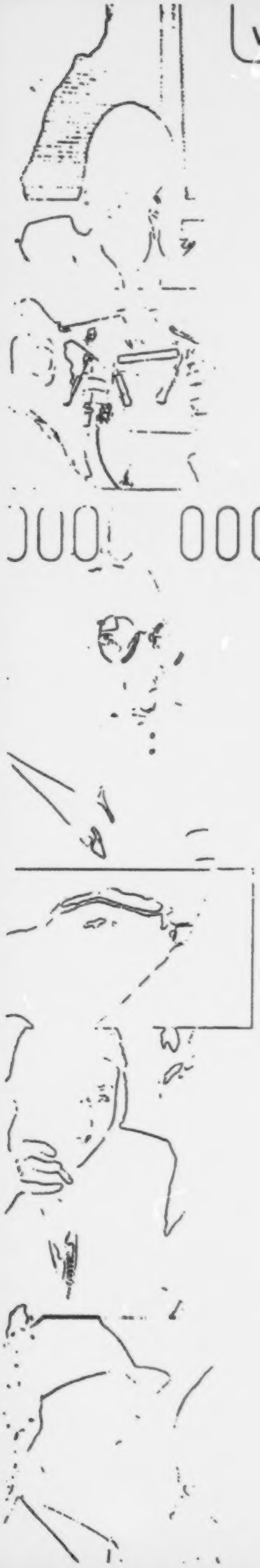

Version 3.0

O*NET™

interest profiler

User's Guide

U.S. Department of Labor, Employment and Training Administration

America's Career Kit

America's Job Bank
www.ajb.org

America's Learning eXchange
www.alx.org

America's Career InfoNet
www.acinet.org

America's Service Locator
www.servicelocator.org

O*NET OnLine
http://online.onetcenter.org

America's Workforce Network Toll-Free Help Line 1-877-US-2JOBS

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The DOL/ETA developed the O*NET Career Exploration Tools as career counseling, career planning, and exploration tools. In order for each tool to provide an objective assessment, extensive research and development was conducted to ensure that the directions, format, items, and score reports lead to valid assessment. DOL/ETA adhered to the high standards of the American Psychological Association, the American Education Research Association, and the National Council on Measurement in Education in developing the O*NET Career Exploration Tools. In developing the tools, fairness analyses were conducted to ensure that score results were equally valid both from a statistical and a usability perspective.

Results provided from the O*NET Career Exploration Tools are part of a whole-person approach to the assessment process. They provide useful information that individuals can use to identify their strengths, the parts of work they like to do, and the parts of work that they may find important. Individuals can use results to identify training needs and occupations that they may wish to explore further. Individuals are strongly encouraged to use additional information about themselves with O*NET Career Exploration results when making career decisions.

As such, the use of the O*NET Career Exploration Tools is authorized for career exploration, career planning, and career counseling purposes only. Each O*NET Career Exploration Tool must be used consistent with its own "User's Guide." No other use of these tools or any part of the tools is valid or authorized.

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The development of the **O*NET Interest Profiler** was directed by Phil Lewis and David Rivkin, who also authored this Guide. Eight research phases were conducted in support of the development of the instrument, each of which required multiple steps and the participation of a wide variety of staff, contractors, and pilot sites. Grateful acknowledgment for their prominent roles in this process is made to Jeannie Stroupe, Ann Kump, Dr. James Rounds, Diana Williams, Ronald Boese, Dr. Brian Young, Helen Tannenbaum, Maureen Mendick, Brenda Dunn and Jerry Pickett. A special thanks is given to Dr. René V. Dawis for the technical contribution and guidance he provided at the conception of the project.

OVERVIEW

The U.S. Department of Labor's (DOL) Office of Policy and Research has developed **O*NET™ Career Exploration Tools**, a group of career counseling tools. The tools are designed to assist a wide variety of users with identifying information about themselves. They can use this self-knowledge to guide their exploration of occupations included in **O*NET OnLine**, the automated replacement for the *Dictionary of Occupational Titles* (U.S. Department of Labor, 1991a).

The tools stress self-directed whole-person assessment. Users are able to take a variety of valid and reliable assessment tools, each providing important information that can help them explore the world of work. **O*NET Career Exploration Tools** include:

- The **O*NET Interest Profiler**, which helps individuals identify their work-related interests. It is a paper-and-pencil instrument.
- The **O*NET Computerized Interest Profiler**, which is similar to the **O*NET Interest Profiler**, but is a computerized instrument.
- The **O*NET Work Importance Profiler**, which helps users decide what is important to them in a job. It can help individuals identify occupations they may find satisfying. The questions are answered on a computer.
- The **O*NET Work Importance Locator**, which is similar to the **O*NET Work Importance Profiler**, except that the questions are answered and scored in a booklet.
- The **O*NET Ability Profiler**, which helps individuals identify what they can do well.

Thus, these assessment tools help individuals discover three important pieces of information that are valuable when exploring careers:

1) what they like to do,
2) what is important to them in the world of work, and
3) what they do well.

O*NET Career Exploration Tools are designed to be interactive and flexible. Individuals are able to take one or all of the instruments, depending on their particular needs. They also may take the tools in conjunction with privately developed career counseling tools. Additionally, the **Interest** and **Work Importance** tools can be self-administered, with no outside assistance. All of the tools present individual users with score reports that are self-interpretable. The **O*NET Career Exploration Tools** and their associated reports are useful also for group settings, such as vocational training programs, classrooms, or out-placement programs.

This User's Guide was developed for the paper-and-pencil version of the **O*NET Interest Profiler** (IP) in order to help users:

1) learn how to administer the IP,
2) interpret IP results using the **O*NET Interest Profiler Score Report**, and
3) understand how the IP was developed.

User guides are available also for the other **O*NET Career Exploration Tools.** For information on these guides or other O*NET products, contact the National Center for O*NET Development:

Internet:
http://www.onetcenter.org/

E-mail:
o*net@esc.state.nc.us

Mail:
Customer Service
National Center for O*NET Development
Post Office Box 27625
Raleigh, NC 27611

FAX: (919) 715-0778

SPECIAL NOTICE: PROPER USE OF O*NET INTEREST PROFILER RESULTS

Please pay particular attention to the proper use of **O*NET Interest Profiler** results. Part of your responsibility as an administrator/user of the **O*NET Interest Profiler** is to ensure its proper use.

O*NET Interest Profiler results **should be used** for career exploration and vocational counseling purposes only. Results are designed to assist clients in identifying their interests and using them to identify occupations that may satisfy their interests.

O*NET Interest Profiler results **should not be used** for employment or hiring decisions. Employers, educational programs, or other job-related programs should not use **O*NET Interest Profiler** results in applicant screening for jobs or training programs. The relationship between results on the **O*NET Interest Profiler** and success in particular jobs or training programs has not been determined.

Please read the **Special Notice: User's Agreement** on page i of this Guide before administering the O*NET Interest Profiler.

For further information on the proper use of the **O*NET Interest Profiler** results, contact:

National Center for O*NET Development
Attention: Customer Service
Post Office Box 27625
Raleigh, NC 27611

Phone: (919) 733-2790
FAX: (919) 715-0778
E-mail: o*net@esc.state.nc.us

INTRODUCTION

One of the U.S. Department of Labor's (USDOL's) **O*NET™ Career Exploration Tools** is the **O*NET Interest Profiler** (IP), a new vocational interest assessment instrument. Clients receive an accurate, reliable profile of their vocational interests that:

1) provides valuable self-knowledge about their vocational personality types,
2) fosters career awareness of matching occupations, and
3) directly links the client to the entire world of work via the 900+ occupations within **O*NET OnLine.**[1]

The **O*NET Interest Profiler** is based on the most up-to-date knowledge of vocational theory and practice. The instrument is composed of 180 items describing work activities that represent a wide variety of occupations, as well as a broad range of training levels. Interest Areas are compatible with Holland's (1985a) R-I-A-S-E-C constructs: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional. The Holland typology is grounded in a rich and extensive research history, is widely accepted and used by counselors, and is well received by clients when used in either automated or paper-and-pencil delivery formats.

This Guide was developed for programs (e.g., schools, employment service offices, career information and delivery systems, out-placement programs) that will incorporate the IP into their career exploration services. The Guide can help users understand how to properly incorporate the IP into their programs by providing (1) administration instructions, (2) guidelines for interpreting results, and (3) technical development information.

This User's Guide is divided into the following three sections:

1) **Administering the O*NET Interest Profiler** — provides a description of individual, group, and combination administration options. This section also walks the user through the different parts of the IP.
2) **Interpretation of O*NET Interest Profiler Results** — provides:
    (1) an overview of Holland's vocational theory, the underlying structure behind the IP;

---

[1] The occupations within O*NET OnLine are based on the O*NET/SOC classification system. The Office of Management and Budget has mandated the use of the SOC system for government agencies. Thus, the O*NET classification system will be compatible with other sources of occupational and labor market information. Currently, 900 of the 974 occupations have O*NET data and are included within the Interest Profiler materials.

(2) a description of how the IP Score Report can be used to interpret IP results;

(3) explanations of how the Score Report helps users identify occupations to explore further;

(4) other activities that can be used to help users better understand and use their IP results; and

(5) information about how to contact the National Center for O*NET Development if more assistance or information is needed.

3) **Development of the O*NET Interest Profiler** — provides an overview of the procedures followed to develop the **O*NET Interest Profiler**. This includes item and scale development, as well as IP format development.

Note: This section contains detailed technical information that is important to vocational researchers. It also contains information that will provide educators and vocational counselors with a better understanding of the steps that went into ensuring that the IP meets stringent technical standards. For a more detailed description of the development of the IP, see ***Development of the O*NET Interest Profiler*** (Lewis & Rivkin,1999). To learn more about the psychometric characteristics of the IP, see ***O*NET Interest Profiler: Reliability, Validity, and Self-Scoring*** (Rounds, Walker, Day, Hubert, Lewis, & Rivkin, 1999).

Together, these three sections, along with the IP and its Score Report, provide users with the information needed to use the instrument effectively in their organization's career counseling program.

ADMINISTERING THE O*NET INTEREST PROFILER

The **O*NET Interest Profiler** (IP) can be administered in several ways. Although the instrument was primarily designed to be self-administered—clients taking the instrument on their own with no outside assistance—the instrument can also be administered in a group setting. Additionally, combinations of administration methods can be used. You can have clients do part of the IP on their own and part of it in a group. They can take the instrument by themselves and then receive assistance from a career counseling professional in the interpretation of their scores.

BEFORE ADMINISTERING THE O*NET INTEREST PROFILER

Each of the different administration methods is described below. Before administering the IP, it is important to review all the methods. You will notice that the different methods build on each other and that the information presented for one method can help accomplish another method. It is especially important to read the Self-Administration subsection because it explains the different parts of the **O*NET Interest Profiler**. After reading about each administration method, you will be able to use a method, or parts from each method, that best suits your particular situation.

Also, before administering the IP, it is very important that you take the instrument yourself to become familiar with all the IP parts and procedures.

SELF-ADMINISTRATION

The **O*NET Interest Profiler** was designed to be self-administered. The instrument contains all the necessary instructions for individuals to complete the measure on their own. Below are some commonly asked questions that users of the IP have regarding self-administration. The answers provided will enable you to make sure clients enjoy their IP experience and receive accurate, meaningful results.

What reading level is the O*NET Interest Profiler designed for?

The IP was designed for use with a wide variety of populations, including workers in transition, unemployed workers, college students, and junior high and high school students. It is suggested that clients have a minimum of an eighth grade reading level to take the IP. Clients below an eighth grade reading level may not be able to adequately understand the information in the IP.

What age levels was the O*NET Interest Profiler designed for?

The IP was designed for clients who are 14 years of age and older. Individuals younger than 14 may not have had broad enough life experiences to respond to the IP questions. Also, individuals younger than 14 probably have not really crystallized their interests. They probably are still in the process of developing *strong* interests.

Where is the best place to "self-administer" the O*NET Interest Profiler?

Individuals can take the instrument in a variety of places. Clients can take it at home, in school, in the library, or in another quiet location where they will be able to concentrate and respond seriously to IP questions.

How long will it take clients to complete the O*NET Interest Profiler?

The IP takes anywhere from **20 to 60 minutes to complete.** For most users, about three-fourths of their time is spent answering questions, and the rest of their time is spent scoring the instrument. After completing the instrument, additional time is needed to read and use the IP Score Report, which helps clients interpret their results and explore occupations presented in **O*NET OnLine.** **Note:** The **Instrument Interpretation** section of this Guide provides more details on how the Score Report helps clients understand and use their results for career exploration.

Can clients complete the O*NET Interest Profiler in one session?

Yes. The instrument was **designed to be completed in one session.** Clients should try to answer all questions and score the instrument at one time. This will provide continuity to the administration process and will help clients better understand the information the IP is trying to convey. If for some reason clients do not have time to complete the entire instrument in one session, they can do it in two sessions.

1) First, they can complete all the IP questions. It is important that they answer all questions at one time. Questions presented early in the IP may influence how a client answers later IP questions.

2) Then, during another session they can complete the scoring section of the instrument. It is important that clients complete the scoring at one time to avoid making errors. Clients are more likely to make scoring errors if they try to score the IP during several sessions.

PROCEDURES FOR SELF-ADMINISTRATION OF THE O*NET INTEREST PROFILER

The IP contains all the necessary information for clients to complete the instrument on their own. An overview of the instructions individuals read and follow to complete IP items and to score the IP is presented below.

Instructions for Completing the O*NET Interest Profiler

To start their IP, clients simply open the instrument and begin reading.

Overview

First, they are presented with an overview of the **O*NET Career Exploration Tools.** This section provides users with a brief description of the different O*NET assessment tools. It lets the clients know that the assessment tools can help them decide:

- what is important to them in a job,
- what work they probably will be able to do well, and
- what type of work they would like to do.

It also indicates to clients that they can use different pieces of information about themselves to explore careers.

Getting Started

Next, clients complete the **Getting Started** section on page 1 of the IP. Here clients write their name and the date in the spaces provided. They also read **Welcome to the O*NET Interest Profiler,** which lets them know that they will be answering a series of questions that will help them identify their work-related interests and that they can then use these interests to explore careers.

This section also stresses the proper use of **O*NET Interest Profiler** results. It lets clients know that results are for career exploration and vocational counseling purposes only, and that they should not be used for employment selection or screening decisions. It also informs clients to contact the National Center for O*NET Development for further information on the proper use of their **O*NET Interest Profiler** results.

Hints

On page 2 of the IP, clients read **Hints for Completing the O*NET Interest Profiler.** This section provides clients with general instructions for completing the IP. It tells them to work carefully. Importantly:

- it explains *what* to "think about" (e.g., whether they like or dislike an activity)

- what *not* to "think about" (e.g., education and training required or money you would make) when answering IP questions.

Finally, this section encourages clients to relax and take their time while completing the IP.

Completing the O*NET Interest Profiler

Next, clients move on to **How to Complete the O*NET Interest Profiler** on page 3. This section gives more specific instructions for completing the measure. First, instructions are presented for choosing a response option:

- If clients "Like" the activity described in an item, they fill in the "L" box.
- If they "Dislike" the activity described, they fill in the "D" box.
- If they are "Unsure" of whether they like or dislike the activity described, they fill in the "?" box.

The instructions continue by explaining the order in which to complete the items. Clients must **work from top to bottom** in each column of items presented. These instructions are repeated several times throughout the instrument because it is **critical that individuals complete the items in the correct order.** Score interpretation information is based on the clients taking the items in a specific order. If clients "jump around" when completing items, the score interpretation information may not be accurate for their results. In addition, answering the items in order reduces the likelihood that items will be skipped.

After reading the instructions, users are directed to page 4 where they begin completing IP items. Items are presented in columns. There are several "reminders" for individuals to work down the columns.

Items are color coded to facilitate scoring the instrument and interpreting results. There are six color bands of items. Items in the same color band represent a particular Interest Area:

- Items in the green boxes are "Realistic" work activities.
- Items in the pink boxes are "Investigative" work activities.
- Items in the orange boxes are "Artistic" work activities.
- Items in the purple boxes are "Social" work activities.
- Items in the yellow boxes are "Enterprising" work activities.
- Items in the blue boxes are "Conventional" work activities.

These Interest Area titles are not presented to users until after they complete the items in the IP, so that they do not influence client responses (e.g., indicating like or dislike for a particular item).

Note: The Interest Areas are described in more detail in the **Interpretation of Results** section of this Guide.

Individuals are presented with a **total of 180 items** to complete. After item number 180, they are directed to "Turn to the next page for scoring instructions."

INSTRUCTIONS FOR SCORING THE O*NET INTEREST PROFILER

After completing the items on page 7 of the IP, users are instructed to turn the page. Here they see:

1) a **Scoring Example** showing a two-page graphical example of how to score the IP and
2) a fold-out **Scoring Flap**, titled **Here's How to Score Your O*NET Interest Profiler**, which provides step-by-step scoring instructions.

Scoring Flap Instructions and Scoring Example

Clients should read all the instructions on the **Scoring Flap** and review the **Scoring Example** before they score the instrument. The **Scoring Flap** instructs users to:

- First, count the number of "Likes" they marked for the "green" questions on pages 4 and 5 and then record the number in the first green box on the inside of the scoring flap.
- Second, count the number of "Likes" they marked for the "green" questions on pages 6 and 7 and then record the number in the second green box on the inside of the scoring flap.
- Third, add the numbers in the two green boxes (e.g., "Likes" from pages 4 and 5 and "Likes" from pages 6 and 7) and write the total in the white box provided.

  Note: This total equals the client's score for the particular Interest Area.
- Fourth, repeat steps 1, 2, and 3 for the pink questions, orange questions, purple questions, yellow questions, and blue questions.

Scoring should result in a total of six scores, one for each of the six RIASEC Interest Areas.

After reading the information on the **Scoring Flap**, clients are instructed to look at the **Scoring Example** to the left. The scoring example provides a graphical illustration on how to score the IP. It gives a case example to demonstrate how to count, add, and record IP scores. The scoring example reinforces the information presented on the **Scoring Flap.**

Completing the Scoring Flap

Once users have looked at the **Scoring Example,** they are instructed to open the **Scoring Flap** and begin scoring. When they open the flap, they will see six colored boxes, one for each of the colored groups of items. Each box contains summarized scoring instructions that clients have already seen on the **Scoring Flap** and **Scoring Example.** A scoring tip on the top of the flap encourages clients to count their "Likes" carefully and to double check their totals. The Interest Area name that each colored band of items represents is also presented (e.g., Realistic, Investigative, Artistic, Social, Enterprising, Conventional).

Note: Scoring instructions are presented in three places: 1) the outside of the **Scoring Flap,** 2) the **Scoring Example,** and 3) the inside of the **Scoring Flap.** This overlap of instructions is included in the IP layout to give clients every opportunity to score the IP correctly.

Once individuals have finished scoring their instrument, they are instructed to turn to their **O*NET Interest Profiler Score Report** to begin exploring careers.

Helpful Reminders

The **O*NET Interest Profiler** was extensively pilot-tested by individuals from a variety of age, experience, and education levels. The vast majority of individuals did not have trouble completing and scoring the IP on their own. However, there are a few reminders you can give clients to help ensure that they get the most out of the instrument and receive a true picture of their interests.

A. **Remind clients to read all instructions carefully.** All the necessary information needed to successfully complete the IP is included on the instrument itself. However, sometimes clients may skip over important information. They may think they don't need to read every word because they "get" how to complete the IP. If users skip instructions, they might miss something important, which will influence how they complete and score the instrument. If this happens, their results might not reflect their true interests.

B. **Remind clients to answer the questions in order.** Remember, it is important for clients to work from top to bottom down the columns of items. Sometimes individuals try working across the pages, following the color bands, rather than working down the columns. For clients to get the most meaningful results, they need to answer the questions in the correct order.

C. **Remind clients to count their "Likes" carefully.** Sometimes users miss "boxes" when counting or they fail to count both rows of boxes located within each colored band when adding up their "Likes." It is important that clients double-check their counting and adding so that they record accurate scores.

D. **Remind clients to take their time and enjoy themselves.** The IP is not a test. The IP is an assessment tool designed to help clients identify information about themselves that they can use to explore the world of work. Remind them that there are no time limits! Clients should relax and take advantage of the information the IP has to offer.

GROUP ADMINISTRATION

The **O*NET Interest Profiler** is also suited to group administration. The term "group administration" has a variety of definitions that are often dependent on the type of instrument being administered. For the IP, group administration means that a professional (e.g., counselor, teacher, program leader) leads the administration of the IP and provides assistance to IP users. It can include, but is not limited to, the following procedures:

- Reading the instructions aloud to clients as they read along with the leader. You can also have individuals take turns reading parts of the instructions aloud.
- Answering clients' questions regarding IP instructions, including how to fill in boxes, what to think about when they are completing items, and in what order the items should be completed.
- Monitoring clients as they complete IP items, making sure that they work down the columns of questions.
- Answering clients' questions about specific items. For example, a client might not understand or be familiar with a particular work activity.
- Working step-by-step through the scoring procedures. For example, the leader may choose to read aloud the instructions on the **Scoring Flap.** The leader could then read the **Scoring Example** to the clients as they follow along. Another option

includes having the clients first score the "green questions," checking their totals, and then having them move on and score the next colored band of items.

Below are some questions and answers regarding group administration that can help you decide if you want to administer the IP in a group setting.

What locations are better for group administration?

Just like self-administration, a group administration should take place in locations where individuals will be able to concentrate and focus on the IP. A classroom or library is ideal for a group administration. Clients can sit at individual desks, or they can sit around a table to facilitate group interaction during discussion of results (see the **Interpretation of Results** section of this Guide). It is very important to remember, however, that clients should answer IP questions on their own, based on what *they think*, not on what fellow group members think.

When is it appropriate to administer the IP in a group setting?

You may want to make the IP part of a vocational training program in which clients talk about their results and how the IP helped them discover important information about themselves. You may want clients to discuss other parts of their lives (e.g., outside jobs, sports they play, volunteer work they are involved with, courses they particularly like) that reflect their results.

You may think that the particular clients you are working with will require "extra help" to complete the IP. For example, clients may have below an eighth grade reading level, or they may be very unfamiliar with taking surveys, or they may have trouble focusing on a task. Group administration is also appropriate for individuals who might have some trouble with the English language (e.g., English-as-a-Second-Language students).

How long will it take to conduct a group administration of the IP?

Group administrations should take about 50 minutes. This includes leading clients through the instructions and scoring the instrument.

Can a group administration be held over two sessions?

Yes. As with self-administration, we recommend a single session in which clients take and score the instrument. However, if this is not possible, you can split group administration into two parts. During the first part, clients can answer the questions. During the second part, they can score the instrument. Interpretation of results, which is discussed in the next section of this Guide, can take an additional session or two.

Are there certain things I should pay particular attention to during a group administration?

Yes. The same "reminders" that were presented in the self-administration subsection apply to group administration. These reminders are summarized below:

A. Clients should read instructions carefully.

B. Clients should work down the columns of items.

C. Clients should count their "Likes" carefully and double-check their scoring.

D. Remind clients that the **O*NET Interest Profiler** is not a test. Individuals should take their time. Remind clients that they should enjoy themselves.

How many clients can participate in an IP group administration at one time?

The maximum number for a group administration should be about 25. Any group larger than this will make monitoring the completion and scoring of items on the IP difficult. There is no minimum size requirement for group administration of the IP. For example, you might decide to do a group administration for two clients if you have the time or if the clients require special attention.

COMBINING ADMINISTRATION METHODS

Another option available to you is to combine methods of administration. That is, you might decide to provide assistance to some individuals throughout the entire process, while you might have other clients take the majority of the instrument on their own, and you would only provide assistance during certain portions of administration. Two examples of combination strategies that you may want to use are described below:

Providing Assistance to an Individual Client

You might have a client who has poor reading skills and/or trouble focusing on tasks. For this client, you could have a one-on-one session, with each of you taking turns reading the instructions. You could help the client complete individual items. You could then help the client score the instrument, perhaps scoring the first colored band of items with the client, and then letting the client continue on her/his own. Check the individual's work as progress is made through the different colored bands of questions.

Note: If, after receiving help on the first couple of items, the client can not complete the remaining items on his/her own, the instrument is probably not appropriate for the individual. Also, it is important to remember that the instrument has approximately an eighth grade reading level.

Of course, the amount of assistance you provide to an individual client depends on the client's skills and abilities. Thus, unlike the person described above, you might have a client who can read instructions on his/her own and complete the items without assistance, but who needs help scoring the instrument. With this client, you could simply start the person on the instrument, give him or her the proper "reminders" (see **Self-Administration** subsection for a list of reminders), and then assist the client in scoring the instrument.

Combining Self-Administration and Group Administration Methods

The **O*NET Interest Profiler** is designed to be flexible, so that different methods of administration can be used or combined. It is perfectly acceptable to combine self- and group administration methods. For example, you might decide to have clients read the instructions on their own, take the instrument home and answer the items, and then bring it back. You could then have them score the instrument as a group, walking them through the different scoring steps. Or, you might reverse what clients do on their own versus in a group. You could walk clients through the instructions, monitoring them as they complete items, and then have them score the IP on their own. Again, the level of assistance you provide a single client or a group of clients depends on their capabilities. Based on your experience with the individuals, you can decide what they can do by themselves and where they might need some help.

In the section that follows, **Interpretation of O*NET Interest Profiler Results**, the flexibility of the **O*NET Interest Profiler** is demonstrated once again. As with administration, the score interpretation materials were designed for clients to use on their own. However, you may feel the need to provide some additional assistance to your clients, or you might elect to hold group interpretation sessions as part of your classroom activities.

INTERPRETATION OF O*NET INTEREST PROFILER RESULTS

The **O*NET Interest Profiler** was designed to enable the majority of people to interpret and use their results for career exploration on their own. Along with the instrument, clients receive an **O*NET Interest Profiler Score Report**. This report helps them understand what their results mean and provides instructions for applying their results to explore careers using **O*NET OnLine**, an application available on the Internet at http://www.onetcenter.org . **O*NET OnLine** helps clients explore the occupational information in the O*NET database.

Information presented in the following subsections of this Guide includes:

- Background information on Holland's Vocational Personality Theory (Holland, 1985a). The **O*NET Interest Profiler** was designed to be compatible with Holland's theory. A familiarity with the theory and model will help you understand the design and intent of the IP and its Score Report.
- A description of each part of the Score Report, including an explanation of the information each part communicates to clients.
- Possible challenges that clients might face with a particular portion of the Score Report. Descriptions of the challenges are presented along with solutions that you can use to help clients better understand the Score Report.

  Note: As mentioned previously, the IP Score Report was designed for self-use. You may prefer, however, to assist clients in interpreting their results.
- Suggestions for program activities that you can use to help clients interpret and use their results.

OVERVIEW OF HOLLAND'S VOCATIONAL PERSONALITY THEORY

The **O*NET Interest Profiler** is compatible with Holland's (1985a) Theory of Vocational Personality. This is one of the most widely accepted approaches to vocational choice. According to the theory, there are six vocational personality types. Each of these six types and their accompanying definitions are presented below.

Realistic:

People with **Realistic** interests like work activities that include practical, hands-on problems and solutions. They enjoy dealing with plants, animals, and real-world materials like wood, tools, and machinery. They enjoy outside work. Often people with Realistic interests do not like occupations that mainly involve doing paperwork or working closely with others.

Investigative:

People with **Investigative** interests like work activities that have to do with ideas and thinking more than with physical activity. They like to search for facts and figure out problems mentally rather than to persuade or lead people.

Artistic:

People with **Artistic** interests like work activities that deal with the artistic side of things, such as forms, designs, and patterns. They like self-expression in their work. They prefer settings where work can be done without following a clear set of rules.

Social:

People with **Social** interests like work activities that assist others and promote learning and personal development. They prefer to communicate more than to work with objects, machines, or data. They like to teach, to give advice, to help, or otherwise be of service to people.

Enterprising:

People with **Enterprising** interests like work activities that have to do with starting up and carrying out projects, especially business ventures. They like persuading and leading people and making decisions. They like taking risks for profit. These people prefer action rather than thought.

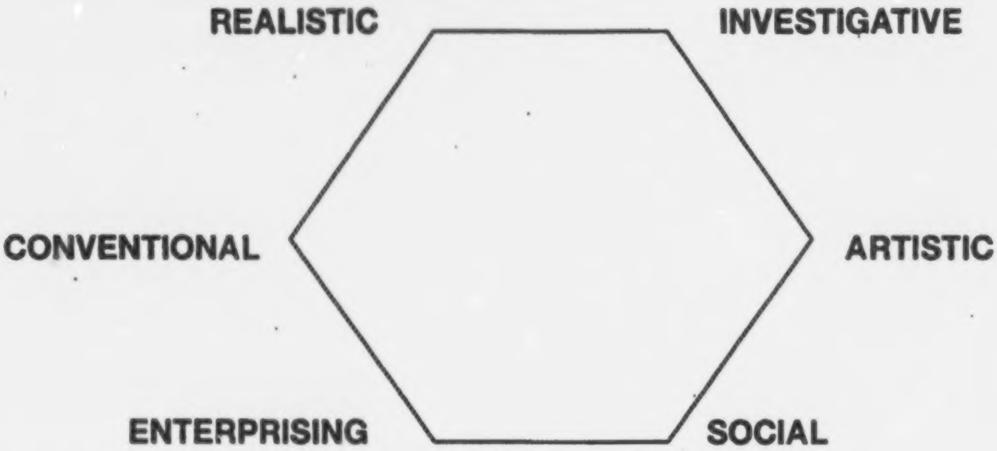
Conventional:

People with **Conventional** interests like work activities that follow set procedures and routines. They prefer working with data and detail rather than with ideas. They prefer work in which there are precise standards rather than work in which you have to judge things by yourself. These people like working where the lines of authority are clear.

According to Holland (1985a), most individuals can be described by one or more of these six personality types, frequently summarized as R-I-A-S-E-C (the first letter of each personality type). Additionally, the theory proposes that there are six corresponding work environments (or occupational groups)—and that people seek out work environments that match their personality types. The better the match individuals make, the more satisfied they will be with their job.

It is important to note that an individual's interests may not be described by just one of the six interest categories. In fact, Holland suggests that most people will have interests in several of the areas, but that they will probably have one Interest Area that is stronger than the others. Like people, environments or occupations may not be best represented by one Interest Area. They also may be represented better by several areas. Because of this heterogeneity in the interests of people and occupations, several Interest Areas usually serve as the most appropriate representation of an individual's interests, as well as the interests that a work environment (or an occupation) satisfies. Thus, you will see that the IP allows clients to use both their primary and secondary Interest Areas to explore occupations.

Holland's theory also suggests that the RIASEC areas are related in a hexagonal fashion based on how similar they are to one another. The figure below illustrates the relationship between Interest Areas.



According to Holland, adjacent Interest Areas are most similar to one another (e.g., Artistic with Investigative and Social). Interest Areas that are opposite to one another (e.g., Enterprising and Investigative) are most dissimilar. Interest Areas that are alternate to one another (e.g., Realistic and Enterprising or Investigative and Social) have an intermediate relationship. It is important to understand this hexagonal relationship because, ideally, individuals will want to explore occupations that have the strongest relationship with their primary Interest Area, rather than the weakest. For example, a person with strong Artistic interests would probably be most satisfied with strong Artistic occupations (e.g., painter, dancer, actor) rather than a strong Conventional occupation (e.g., typist, word processor, mail room clerk). The next two occupational groups that this person would find satisfying (after Artistic occupations) would likely be Investigative or Social occupations.

The purpose of the IP and its corresponding occupational lists is to help clients match their personality type (Interest Area) to corresponding work environments (occupations). The better the match, the more likely that clients will be satisfied with the occupations they choose to explore.

For more information on Holland's Vocational Theory, read *Making Vocational Choices: A Theory of Vocational Personalities and Work Environments* (Holland, J.L., 1997).

O*NET INTEREST PROFILER SCORE REPORT

Below, each section of the **O*NET Interest Profiler Score Report** is described.

Name and Date

Clients should write their name and the date in the spaces provided on the front page immediately after they receive their **O*NET Interest Profiler Score Report.** Recording this information will give clients a better chance of keeping track of their Score Report.

The O*NET Interest Profiler: How can it help you?

This section reminds clients that they completed the IP to identify their work-related interests. It tells them that the questions on the IP represent work activities that can be grouped into six broad Interest Areas. This section also introduces clients to the concept of "strongest" interests, which are important to career exploration.

Finally, this section reinforces the notion of the proper use of **O*NET Interest Profiler** results. It reminds clients that results should be used for career exploration purposes only, and that they should not be used for employment selection or applicant screening.

What are your Primary and Secondary Interest Areas?

This section allows clients to identify their strongest Interest Areas. First, they are instructed to copy their interest scores from the IP in the six spaces provided, one for each of the six RIASEC areas. Clients should copy their scores from the inside of the IP **Scoring Flap** to the spaces provided on the Score Report. **Note:** This is the first time clients see the abbreviation RIASEC, which represents the six IP Interest Areas.

After copying their scores, clients turn to page 2 of the Score Report where they are asked to identify and note their **Primary** and **Secondary Interest Areas.** For their **Primary Interest Area**, clients are instructed to select their Interest Area with the highest score. However, they are also informed that if their two highest scores are within five points or less of each other, they should consider both scores. **Primary** scores that are less then five points apart are not significantly different and may indicate that the client has two **Primary** interests.

After the **Primary Interest Area(s)** is identified, the next two highest Interest Areas serve as the client's **Secondary Interest Areas.**

A summary sheet designed to help clients gather all of the information they will need to explore careers is located on page 11. Clients are instructed to write their **Primary** and **Secondary Interest Areas** in the spaces provided on this sheet.
Clients are encouraged to start exploring careers that are related to their **Primary Interest Area.** If they are not happy with the occupations they are initially directed towards, they can use their **Secondary Interest Areas** to find a different selection of careers.

Possible Client Challenges

- Clients might forget to write their Interest Area information on the summary sheet (page 11).
- Some clients might have trouble copying their scores from the IP Scoring Flap.
    - ☞ Point out to clients that each colored box on the flap contains the name of the Interest Area.
- Clients might have trouble identifying their Primary and Secondary Interest Areas. Remind them that they are looking only for their highest scores. Also, remind them that if their highest scores are less than five points apart, they should consider the scores to be tied.
  Note: The five point rule applies to both primary and secondary scores.
    - ☞ If clients have multiple primary or secondary scores, let them know that they should start exploring careers with the area they think best represents their interests based on their experiences. Remind your clients that they will have the option to go back and start a new career exploration using their other Interest Areas.

Using Your Interests to Explore Careers

This section of the Score Report shows clients how the Score Report is organized and gives them an idea of what they can expect to accomplish by using the IP. It helps clients learn that there is a variety of information about themselves that is useful when exploring careers and that their interests are just one of the pieces. Clients are introduced to the concept of *whole-person assessment*—the more you know about yourself, the more likely it is that you can find satisfying work.

What Your Primary Interest Area Means

This section of the Score Report provides clients with definitions for each of the six RIASEC Interest Areas. Each definition includes examples of activities that individuals with that interest type like to perform, as well as examples of activities that they usually do not like to perform.

Possible Client Challenges

- Clients may not understand the definitions provided.
    - ☞ Try to give clients real-world examples of activities related to the Interest Area, such as school courses, school clubs, or job duties. For example, if a client's Primary Interest Area is Artistic, you can suggest painters or actors. You can discuss special art classes at school or a drama club. You can look at the occupational listings included in clients' Score Reports for job examples.
- Clients might think the Interest Areas with their highest scores don't represent them.
    - ☞ Inform clients to keep working through the Score Report because in later sections options for changing or re-evaluating their IP results are presented.

What occupations are linked with your interests?

This is a critical section of the Score Report. It introduces clients to the process of linking their interests to occupations. First, it explains to clients that the Score Report contains six occupational lists, one for each Interest Area. The occupations included in each list are those that will most likely satisfy individuals with that particular interest.

Additionally, the concept of Job Zones is introduced to clients. Each of the six occupational lists are further divided into five Job Zones. Each Job Zone contains occupations that require similar levels of education, training, and experience. This information is important for clients to consider when exploring careers. It helps clients get an accurate picture of how much preparation is required to pursue certain occupations. Thus, when exploring careers, it is not enough to just "like" or be interested in an occupation. You must also consider the amount of education, training, and experience needed to qualify for and be successful in occupations.

Note: Occupations were placed in Job Zones based on Specific Vocational Preparation (SVP) ratings located in the *Dictionary of Occupational Titles* (DOT, U.S. Department of Labor, 1991a). For a further explanation of this process, see Oswald, Campbell, McCloy, Rivkin, and Lewis (1999).

Note: In the Score Report and in the **Interest Profiler O*NET Occupations Master List**, occupations have been sorted based on their Occupational Interest Profiles. See Rounds, Smith, Hubert, Lewis, and Rivkin (1999) for further description of the Occupational Interest Profiles. The majority of occupations are listed based on their Primary Interest Code within Job Zones. To provide clients with a variety of occupations to explore (i.e., present 20 occupations per Interest/Job Zone cell), where feasible, some occupations are included based on their Secondary or Tertiary Interest Code. To make the Score Report less cumbersome for clients, a maximum of 20 occupations per Interest/Job Zone cell are presented. For those cells where more than 20 occupations were present, a sample of occupations was drawn. Clients interested in the entire listing of occupations should refer to the Master List.

What Is a Job Zone?

In this section clients learn more about why occupations are placed within Job Zones and how Job Zones can help them focus their career search. Clients are given a brief definition of each Job Zone and are introduced to the concepts of Current Job Zone and Future Job Zone.

The Current Job Zone for clients is comparable to the amount of education, training, and experience they have now. They can consider this amount of preparation when exploring careers, or they can use their Future Job Zone—the amount of education, training, and experience they expect to have in the future, after they finish high school, college, or a vocational training program.

For clients with less work experience, use of their Future Job Zone for exploring careers is probably more appropriate. This will give them broader exploration opportunities and will more accurately reflect their career aspirations. However, the Score Report does *not* tell clients which Job Zone type they should use to explore careers. It leaves the choice up to them.

Possible Client Challenges

- Clients might have a hard time deciding whether to use their Current or Future Job Zone to explore careers.
    - ☞ Suggest that clients with little work experience, who have not yet decided how much education to pursue, select a Future Job Zone. This will allow them to open their minds to possible careers that they may not have considered. Clients will get a better understanding of how "higher" job zones affect career choice.
- Clients may have a difficult time understanding the concept of Future Job Zone.
    - ☞ Encourage clients to think about themselves in the future. What do they want their lives to be like as adults if they could do anything they wanted? Encourage them to think about the "most" they can do in their lives.
- Clients with more education and experience should be encouraged to think about whether they would want to go back for more education "to start over," "for a second chance", or to try a new career.

Job Zone Definitions

This section of the Score Report contains complete definitions of the Job Zones. By reading each definition, clients will begin to learn the differences among the five Job Zones. As they move from Job Zone 1 to Job Zone 5, they will see that more experience, education, and training are required. For example, many occupations in Job Zone 1 require either a GED or a high school diploma, frequently need very little previous work-related experience, and usually involve simple training that can be delivered by a co-worker. In contrast, Job Zone 5 includes occupations that need the most overall preparation. These occupations frequently require advanced degrees, such as Ph.D., M.D., or J.D., and often at least four years of work-related experience.

Possible Client Challenges

- Clients might have difficulty distinguishing between Job Zones that are next to each other (e.g., the difference between Job Zones 3 and 4).
    - ☞ Clients should pay particular attention to the "Overall Experience" category within Job Zones. This section of the definition can help clients figure out the differences among Job Zones.
- Clients might need more "familiar" examples of occupations that fit into a particular Job Zone to really understand the Zone.
    - ☞ You may want to look at occupational "snapshots," which are included in **O*NET OnLine**, to find other examples of occupations within a Job Zone.

Which Job Zone suits you best?

This section has the clients select the Job Zone that they want to use to explore careers. Clients are asked several questions to help them focus on a Job Zone. Once again, they are instructed to think about whether they want to use their Current Job Zone or Future Job Zone to explore careers.

Clients are instructed to write down the Job Zone(s) they select in the spaces provided on the summary sheet located on page 11 of the Score Report.

Possible Client Challenges

- Clients might have difficulty understanding the differences between Job Zones.
    - ☞ As discussed in the Job Zone Definitions section above, clients might need more examples of occupations within a Job Zone in order to really understand the Zones.
- Clients might have difficulty deciding whether they should use their Current or Future Job Zone to explore careers.
    - ☞ Clients with little education and experience can be encouraged to use a Future Job Zone because this will provide broader career exploration opportunities. For some clients (especially those with more education and experience), it might be helpful to explore a variety of Job Zones, so they can see how their career opportunities expand as they achieve more education, training, and experience.

Exploring Careers Using Your Interests and Your Job Zone

Now clients are ready to use their interests and Job Zone(s) to explore careers. This section of the Score Report provides clients with a step-by-step description of how to use the information they discovered about themselves to explore occupations. These steps are summarized below.

1. **Look at your Primary Interest Area occupations.**
   Clients are advised to use the summary sheet located on page 11 of the Score Report to look up their Primary Interest Area. They are then directed to look through the six occupational lists until they find the list with the title that corresponds with their Primary Interest Area. Notice that the occupational lists are arranged in RIASEC order.

2. **Review the occupations in your Job Zone.**
   Clients are advised to use the summary sheet located on page 11 of the Score Report to look up their Job Zone(s). Clients are directed to:
   1) Find the section of their interest list that matches their Job Zone.
   2) Look at the occupations and write down in the space provided on the summary page the titles and codes of the occupations they want to start exploring.

   Note: Each list of occupations is clearly divided into the five Job Zones, so clients should be able to find their Job Zone section easily.

3. **Find out more about the occupations.**
   Here clients are instructed to look in **O*NET OnLine** to find out information about the occupations they want to explore.

   Note: Clients should be able to use **O*NET OnLine** on their own for career exploration. You may, however, wish to hold an **O*NET OnLine** training session to help them locate the most important information for career exploration.

4. **Check the Interest Profiler O*NET Occupations Master List.**
   This list is configured just like the lists in the Score Report, but it contains more occupations. Clients can look at the Master List to find more occupations linked to their interests and Job Zones. Clients are told that they can get this list from their teacher or counselor.

5. **Still want more? Check your Job Zone and other Interest Areas.**
   Like Step 4, this step gives clients more options to find other occupations that they might like to explore. They are told to review their Job Zone selection to see if another Job Zone might be more appropriate. They also are told to explore occupations in their Secondary Interest Area. If they still would like more

occupations to explore, they can look at occupations in their third highest Interest Area. Finally, they are reminded to refer to the Master List for more occupations.

Again, the purpose of Step 5 is to encourage clients to expand their career exploration and to give them options for exploring occupations that they might find satisfying and rewarding.

6. **Want to know about a particular occupation not on your list?**
Some clients may have certain occupations that they want to explore which do not appear in their occupational lists because the occupations do not match their interests or Job Zone. This section of the Score Report informs clients that they can find those occupations in the Snapshot function of **O*NET OnLine.** The section also contains a series of questions that clients may want to consider when looking at a particular occupation. For example, under what Interest Area and Job Zone has the occupation been categorized? Do the clients really like the work that employees perform in the occupations, or is there something else about the occupations that attracted the clients to them (e.g., money, status)?

   Clients are also provided with additional suggestions for learning more about the occupation, including:

   - reading about the occupation in other reference materials,
   - talking to someone who is actually in the job, or
   - taking additional **O*NET Career Exploration Tools** to see how different pieces of information about themselves match the occupation.

   The options are presented to clients to facilitate their ability to better assess their interest and likelihood of success in a particular occupation. By following these options, clients can develop more viable career aspirations.

Not really sure you agree with your results?

Some clients may decide that their IP results do not accurately reflect their interests. This section gives clients options designed to help them become more comfortable with their IP results. The goal of this section is to make sure that clients continue to explore careers even if they are not happy with their IP results. The IP was developed to encourage, not discourage, clients' career aspirations.

The options that clients can follow are presented below:

1. **Check your scoring.**
Clients are directed to:
    1) check the number of "Likes" they counted on the IP for each colored band of items,
    2) verify that they added each set of colored boxes correctly, and
    3) make sure that they answered all questions on the IP.

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2. **Check your answers.**
   Clients are encouraged to double-check their answers to make sure that they really understood the instructions. For example, did they "not think about the education requirements or how much money they would make" when responding to items? If clients decide to change any of their answers, they are told to re-score the IP. If they feel they need to change a large number of their answers, they should be directed to take the entire instrument over again at a later date.

3. **Take another look at the occupations listed in your highest Interest Area.**
   As the title suggests, clients are told to re-examine occupations listed under their highest Interest Area to make sure that they did not overlook any occupations that they may want to explore.

4. **Use your other highest Interest Areas to explore careers.**
   Here clients are told to use their Secondary Interest Areas to explore careers. They are asked a series of questions that should help them determine whether one of their Secondary Interests describes them better and might be more appropriate for them to use to explore careers.

5. **Check out other Interest Areas.**
   If clients are not happy with any of their Interest Areas, they are told to look at the definitions for the other Interest Areas to see if any of those describe themselves better. They are told to explore some of the occupations under these interests to see if they feel any are worth pursuing.

6. **Talk to someone about your interest results.**
   This section informs clients that perhaps a person whom they trust will be able help them better understand their IP results. Sometimes by talking to other people, clients can get a different perspective on their interests. Other people might be able to point out to clients activities they like to do (e.g., sports, hobbies, reading specific types of books, school courses), thus helping the clients to better understand their interests.

7. **Try your interest results out.**
   Here, clients are encouraged not to give up. They are told that they might want to talk to someone actually in the occupation in order to get a better idea about what is actually involved in working in the field.

Using Your Interests with Other Career Exploration Tools

This section introduces the idea of using IP results along with **O*NET Work Importance Locator** (WIL) results. Clients are introduced to the notion of the **O*NET Occupations Combined List**, which allows them to use both their WIL and IP results to explore careers. A list of other career exploration tools is provided to clients, and the notion of using different pieces of information about themselves to explore careers is reinforced.

O*NET Occupations

In this final section of the Score Report, clients are presented six interest occupational lists, each divided into five Job Zones. Occupations within a Job Zone section are linked to that Job Zone, as well as to the overall Interest Area the list represents. Each occupation is described by an O*NET title and occupational code. Clients can use either the title or the code to find the occupation in **O*NET OnLine**.

On the cover page, clients are instructed to record (if they haven't already done so) their Interest Areas and their current and future Job Zones. They are also instructed to record in the space provided on the summary sheet (page 11) the occupations they want to explore in **O*NET OnLine.**

The majority of Job Zones within each interest occupational list contain 15 to 20 O*NET occupations. These occupations were selected because they are representative of the total group of occupations that are listed in the corresponding section of the **Interest Profiler O*NET Occupations Master List**. They also were selected because they represent different areas of the world-of-work.

SUGGESTIONS FOR SCORE INTERPRETATION PROGRAM ACTIVITIES

The IP Score Report also can be used to facilitate group sessions aimed at helping your clients interpret their results. For example, you can work step-by-step with clients through the Score Report. Clients can take turns reading sections or discussing their feelings about their results. Another option is to work with your clients to help them decide whether they want to explore additional occupations using other Job Zones or other Interest Areas.

To help clients better understand their interest results, activities are presented below that you can incorporate into your vocational exploration program. These activities can be used in a group setting or individually by clients. You might decide to have clients work on some sections of the activities independently and on other parts in a group.

- **Review IP Items following scoring.**
  After scoring their IP, clients can go back and look at the work activity items for their Interest Areas. By reviewing the items, clients can see what they "Liked" and how those work activities relate to their interests. If clients are dissatisfied with their IP results, they can look at the items for the Interest Areas that they think might represent them better and determine why they didn't respond more positively to those items.

- **Use different Job Zones and Interest Areas to explore careers.**
  Clients can try out other Job Zones and Interest Areas to explore careers. This can help them confirm their results (e.g., they can see that the other Interest Areas/Job Zones do not contain occupations that they wish to explore), or they might find Interest Areas/Job Zones that they do want to use to explore occupations. Finally, this activity can give them a broader picture of the world of work.

- **Use O*NET OnLine to explore occupations.**
  Clients can explore particular occupations using **O*NET OnLine,** http://www.onetcenter.org. They can be directed to find other information about the occupation that supports their view that the occupation is indeed one that they should pursue further. They can also be instructed to find information that supports their view that a particular occupation is not right for them.

- **Clients can try their results out.**
  Clients could visit an individual working in one of the occupations they are thinking of pursuing. They could actually see what the person does on the job. They can talk to the employees in the job to see what interests the employees have and how they compare to the clients. You might want to have clients prepare a list of questions to ask employees.

  If clients can't visit a person in the job, they could find a friend or relative in a job they wish to pursue. They could talk to the person and report back to the class:
  1) what the person likes and dislikes about the job,
  2) what the person does on the job, and
  3) what the person's interests seem to be.

- **Use America's Job Bank (AJB) and other sources to look for jobs.**
  AJB, which can be found on the Internet, http://www.ajb.org, helps clients to see the types of job openings that exist for occupations they have selected to explore. If clients do not have access to the Internet through their school or home, they can go to their local employment service office to gain access to AJB. Clients can also try to find their occupations in the classified section of a newspaper.

- **Rate occupations using RIASEC.**
  Provide clients with a list of occupations. Have each client assign a RIASEC rating to each occupation. In a group, have clients discuss the characteristics about each job that caused them to assign their rating. This activity will help clients better understand the relationship between interests and the world of work. It will also encourage them to see how they can use their interests to explore careers.

- **Identify other life activities that relate to interests.**
  Have clients list other activities that they participate in related to their interests. For example, to what clubs or teams do they belong? What activities do they like doing with family or friends? Are there particular school courses that they like? This activity will help clients better identify and understand their interests.

- **Use America's Learning eXchange (ALX) to find courses related to occupations.**
  ALX, which can be found on the Internet, http://www.alx.org , allows users to see training programs and courses available for the occupations they have chosen to explore. They also can learn about requirements for licensing or certification.

WHERE CAN I GET MORE HELP WITH USING THE O*NET INTEREST PROFILER?

For more information about the **O*NET Interest Profiler** and its Score Report, contact the National Center for O*NET Development:

Internet:
http://www.onetcenter.org/

E-mail:
o*net@esc.state.nc.us

Mail:
Customer Service
National Center for O*NET Development
Post Office Box 27625
Raleigh, NC 27611

FAX: (919) 715-0778

DEVELOPMENT OF THE O*NET INTEREST PROFILER: An Overview

This part of the User's Guide presents a broad overview of the procedures implemented to develop the **O*NET Interest Profiler.** The information is provided at a fairly basic level of technical detail to give the wide range of users of the IP an introduction to the technical underpinnings of the instrument. It is important to have a fundamental understanding of the IP technical characteristics, so you can be comfortable with the psychometric qualities of the instrument and can use the IP in a manner that is most beneficial to your clients. The goals of the IP development project and the major instrument development phases are summarized in the following sections. To gain a more thorough understanding of the IP development, you can read the ***Development of the O*NET Interest Profiler*** (Lewis & Rivkin,1999) and ***O*NET Interest Profiler: Reliability, Validity, and Self-Scoring*** (Rounds, Walker, Day, Hubert, Lewis, & Rivkin, 1999).

PRIMARY GOALS OF IP DEVELOPMENT

The IP was developed to serve a variety of programs within the employment and training community that are involved in providing career exploration and vocational counseling services to clients. Specifically, there were four primary goals that were considered in developing the IP:

1) Develop an instrument with strong technical characteristics that would provide clients with accurate and useful information.
2) Develop a fair and unbiased instrument that would serve the needs of clients from a variety of ethnic, cultural, and socioeconomic backgrounds. Every effort was made to ensure that the instrument would be helpful to clients with different backgrounds.
3) Develop an instrument that included items representing the entire world of work. This would help ensure that the instrument would provide useful information to individuals with different work-related goals and interests.
4) Develop an instrument that could be used as a self-assessment tool that individuals could self-administer, self-score, and self-interpret. This self-assessment instrument would help empower clients to take control of their career exploration efforts. Of course, the instrument also could be used by counselors with clients in a one-on-one or group setting.

These goals were considered in each of the research phases conducted to develop the IP. In the next section, each of these phases are introduced, and the procedures conducted are summarized.

O*NET INTEREST PROFILER DEVELOPMENT PHASES

Eight research phases were conducted in support of the development of the IP:

1) Review of existing DOL Interest Instruments,
2) Review/Revision/Tryout of Existing Items,
3) Taxonomy Development,
4) Placement of Retained Items/Creation of New Items,
5) Item Screening Process,
6) Item Tryout and Scale Development,
7) Format Design, and
8) Evaluation of Reliability, Validity, and Self-Scoring.

Each of these phases is briefly presented below. The purpose, major steps, and important outcomes are described. For more detailed technical information regarding the procedures used and the results of each phase, see the following technical reports: ***Development of the O*NET Interest Profiler*** (Lewis & Rivkin, 1999) and ***O*NET Interest Profiler: Reliability, Validity, and Self-Scoring*** (Rounds, Walker, Day, Hubert, Lewis, & Rivkin, 1999).

PHASE 1: REVIEW OF EXISTING DOL INSTRUMENTS

Before developing the **O*NET Interest Profiler**, existing DOL interest instruments (e.g, USES Interest Inventory, USES Interest Checklist, Job Search Inventory) were reviewed to determine if they were currently sufficient or could be easily updated to serve as DOL's primary interest instrument. The review indicated that all of the instruments had problems, including technical insufficiencies and outdatedness of items and format, that would make it difficult to "resurrect" any of them to serve the needs of the employment and training community. However, all of the instruments did have individual items that could be used as a starting point for the new DOL instrument, the **O*NET Interest Profiler**.

PHASE 2: REVIEW/REVISION/TRYOUT OF EXISTING ITEMS

The purpose of this phase was to review items from existing DOL instruments and to consider them for possible inclusion in the new instrument. From a pool of 453 existing items, 281 were retained, and an additional 288 new items were generated based on the content of existing items. These 569 items were included in a pilot test with individuals from a variety of backgrounds (e.g., age, education, race, socioeconomic, gender) to examine endorsement rates. Items with low endorsement rates were dropped, as well as items with duplicate content, resulting in a pool of 532 items.

PHASE 3: ITEM TAXONOMY DEVELOPMENT

A taxonomy was created to provide structure to the process of developing and selecting items for the IP, helping ensure that a variety of items representing the world of work would be included in the final instrument. Once the taxonomy was developed, the pool of items generated from Phase 2 would be placed into the structure. Then, areas within the taxonomy that did not have enough items would be identified, indicating that new items would have to be developed.

The six RIASEC constructs served as the over-arching structure of the taxonomy. Within each RIASEC construct, work content areas were identified. These areas were derived from the 66 work groups contained in the *Guide for Occupational Exploration* (GOE; U.S. Department of Labor, 1979a), which is very representative of the world of work. Each of the 66 areas was assigned to one of the six RIASEC categories, based on expert judgements. Additionally, with each RIASEC construct, five levels of training requirements were identified to help ensure that items were developed that represent the variety of complexity in the world of work. The training levels were a modified form of the Specific Vocational Preparation Scale (SVP; U.S. Department of Labor, 1991b), which focuses on the amount of time required to learn the techniques, acquire the information, and develop the skills to perform a job. The Modified Specific Vocational Preparation Scale is presented in Figure 2. Lastly, based on a literature review and on the purpose of the IP, description of work activities was selected as the type of item to be developed.

Item development targets for the taxonomy were set at a minimum of 100 items per RIASEC construct, with equal representation for each work content area. These numbers were set fairly high because it was estimated that a large number of items would fail to pass a variety of later development phases (e.g., item screening and item tryout).

PHASE 4: PLACEMENT OF RETAINED ITEMS/CREATION OF NEW ITEMS

Placement of Items

Each of the 532 items in the pool, derived from the initial pilot study conducted during Phase 2, was placed within the taxonomy. A team of four judges was trained in Holland's (1985a) vocational personality theory and the taxonomy.

Judges reviewed the items and independently assigned them to one of the work content areas within a RIASEC construct. Assignment disagreements were flagged, discussed, and resolved. After the placement of the items was complete, the coverage of the taxonomy was examined. Areas that did not have enough items to meet the taxonomy targets were identified for new item development.

Development of New Items

A team of four item writers was trained in Holland's (1997) vocational personality theory and the taxonomy. Each item writer was requested to write new items that met the following criteria:

1) filled in areas of the taxonomy that did not meet minimum goals;
2) were descriptions of work activities;
3) increased the representation of training-level requirement found within the RIASEC construct;
4) were inoffensive to individuals and subgroups;
5) contained vocabulary comprehensible to individuals with an eighth grade reading level;
6) would elicit an endorsement rate that falls between 10 percent and 90 percent;
7) would likely reduce spurious gender and race/ethnic endorsement rate differences; and
8) would be familiar to individuals from a variety of settings, including:
    a) entry level and career transition counseling settings;
    b) urban, rural, and suburban settings; and
    c) nationwide regional settings.

All new items were reviewed and edited by the team of item writers.

Pilot Study

A total of 272 new items was developed, resulting in a pool of 804 items (532 items from Phase 2 plus 272 new items). These items were included in a small pilot test with individuals from a variety of backgrounds (e.g., age, education, employment status). Items with extreme means, large gender differences, or large race/ethnic differences were removed. Priority was placed on eliminating items with similar or duplicate content. After this phase, a pool of 776 items existed.

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PHASE 5: ITEM SCREENS

The pool of 776 items underwent a comprehensive screening process designed to remove items that failed to meet the rigorous standards for inclusion in the **O*NET Interest Profiler**. Each item was required to pass the seven screens presented below to be included in the next phase of the instrument development.

Retranslation

This screen was conducted to ensure that items truly represented their intended RIASEC construct. Five expert judges in Holland's (1985a) vocational personality theory received a pool of items with no indication of the construct or work content area each item was intended to represent. Judges independently assigned each item to a RIASEC construct. Following the assignment task, judges discussed assignment differences, recommended item alterations, and finalized all ratings. Items were retained for which at least four of the five judges agreed on assignment.

Sensitivity

The purpose of this screening was to ensure that items would not be offensive to particular segments of the potential user population. A panel of six individuals representing diverse race/ethnic and gender groups was convened. The protocol for the screen was derived from guidelines developed by the Educational Testing Service (1987), along with a review of the sensitivity procedures used in the development of the **O*NET Ability Profiler** (Mellon, Daggett, MacManus, & Moritsch, 1996).

Panel members reviewed each item for possible bias against or offensiveness to racial, ethnic, or gender groups. The panel concluded with a list of suggested item revisions and deletions that were incorporated within the item pool.

Comprehensibility

The estimated range of education for potential clients of the **O*NET Interest Profiler** begins at the junior high school level; thus, items must be comprehensible to these users. An eighth grade reading level was selected as the goal for the items. *The Living Word Vocabulary* (Dale & O'Rourke, 1981) was used to determine the grade level appropriateness of the vocabulary present in each item. Two sets of inspectors independently identified the grade level assigned to all words present in the pool of items.

All items with words exceeding an eighth grade level were identified. For each of these items, one of the following actions was taken:

1) inappropriate grade-level words were replaced with synonyms with a lower grade-level designation,
2) items were entirely rewritten, or
3) alterations of the items were overruled by a team of four judges.

Familiarity

The work activities described by the items within the final version of the instrument should be recognizable (i.e., familiar) to the entire range of potential clients served by DOL umbrella agencies and initiatives. Eight focus groups were conducted in four regions of the country to determine if the items were indeed recognizable by different segments of the ETA client community. The groups were drawn from employment service offices, community colleges, and technical/trade schools located in urban, suburban, and rural sites. A total of 254 individuals from a variety of backgrounds (e.g., age, education, employment status) participated. Each participant rated the familiarity of the work activities. Items that individuals were not able to recognize were eliminated.

Training Requirement

This screening was conducted to ensure that items represented the broad range of training requirements specified by the taxonomy. Occupational analysts with expert knowledge of the Specific Vocational Preparation scale (SVP; U.S. Department of Labor,1991b) were trained on the use of the Modified SVP scale (see Phase 3 for a description). Each analyst rated the amount of vocational training required to perform the work activity described by the items. The rating of training level was used to remove items from areas of the taxonomy that were over-represented (i.e., work content areas). The goal was to maximize the variety of training levels represented by items within each RIASEC construct.

Duplication

The purpose of this screening was to eliminate items with identical or nearly identical content. A team of inspectors reviewed the pool of items to ensure that nearly identical work activities were not present. For example, "type a memo" and "type a letter" would be considered nearly identical, and only one would be retained.

Copyright

To avoid copyright infringement, potential IP items were compared to items widely used in existing interest instruments. Items were compared with those in the 1) Interest-Finder (U.S. Department of Defense, 1995), 2) Self-Directed Search (Holland, 1985b), 3) Strong Interest Inventory (Hansen & Campbell, 1985), and 4) UNIACT-R (American College Testing Program, 1995). Two inspectors independently identified duplicate and near duplicate items. Agreement between the inspectors was extremely high, with the few discrepancies being resolved by the team of inspectors. All items that represented potential copyright infringements were removed.

PHASE 6: ITEM TRYOUT AND SCALE DEVELOPMENT

A total of 226 items failed to pass the seven-stage screening process, resulting in a pool of 500 items. A large scale study was conducted to gather information on the psychometric characteristics of the 500 items left in the tryout pool. This information would serve to identify those items most likely to constitute an **O*NET Interest Profiler** with high reliability, low gender and race/ethnic biases, and strong evidence of construct validity. In addition, the Interest-Finder (Defense Manpower Data Center, 1995) was administered to allow for a comparison between the newly created **O*NET Interest Profiler** and an established interest instrument. The Interest-Finder is a vocational interest assessment instrument developed by the Defense Manpower Data Center for use in the ASVAB Career Exploration Program, a national testing program used annually in more than 16,000 schools across the United States.

Sampling Plan

The sampling plan for this study attempted to target groups of clients most likely to use the **O*NET Interest Profiler** upon its completion. Groups identified included: 1) unemployed workers, 2) junior college and technical/trade school clients, 3) high school clients, 4) college clients, and 5) workers in transition (employed workers looking for different jobs/careers). The sampling plan also called for a high proportion of minority participants, an equivalent number of participants from each gender, and participants drawn from a variety of regions across the United States.

Participants

Data collection sites included employment service offices, high schools, junior colleges, technical/trade schools, universities, and other government agencies located in six states across the country (Florida, Michigan, New York, North Carolina, Texas, and Utah). A total of 1,123 participants provided useable responses. The sample consisted of approximately equal numbers of males and females, a high degree of ethnic diversity, a broad distribution of age groups, and represented a variety of education and employment situations.

Procedures

Participants were administered, in a counterbalanced fashion, an **O*NET Interest Profiler** and an Interest-Finder. The **O*NET Interest Profiler** consisted of 500 tryout items. In addition, each participant completed a brief demographics questionnaire, along with a comment sheet eliciting feedback regarding the **O*NET Interest Profiler**.

Item Analyses

A set of general item-level screens were conducted to eliminate items with extremely low and high endorsement rates, items with large differences in endorsements between males and females, items with large differences among racial/ethnic groups, and items that did not correlate highly with their intended scale. An item pool of 461 items was retained after these screens.

Scale Analyses

The purpose of this stage of the analyses was to select from the pool of items a total of 180 items that would create six internally consistent scales which would:

1) demonstrate strong conformity to the hexagonal model of Holland's (1985a) theory of vocational interests,
2) contain maximum training level and occupation representation, and
3) minimize gender and race/ethnic endorsement rate differences.

Based on their correlations with the six RIASEC scales, items were rank ordered in terms of their conformity to the structure of the hexagonal model. The structure specifies that an item should correlate most highly with its target scale (i.e., the scale it was intended to measure), next strongest with its adjacent scale, less strongly with its alternative scales, and least strongly with its opposite scale (for an overview of the Holland Model, see the **Interpretation Section** of this Guide).

Items were eliminated if they correlated less with their target scale than with another scale. Then, four judges with psychometric backgrounds, as well as training in Holland's (1985a) vocational theory and the **O*NET Interest Profiler** taxonomy, independently made qualitative selection judgements based on the following information:

1) item-to-scale correlations,
2) gender and race/ethnic endorsement rate differences,
3) training level requirement ratings, and
4) work content area assignments.

Judges discussed their respective selections and agreed on an initial selection of 30 items per scale.

Finally, starting with the initial 30-item scales, different item combinations within scales were examined to maximize the empirical relationships of items within scales, as well as to minimize the relationship of each item with non-target scale totals. For example, an item was replaced if its removal significantly increased the scale's internal reliability.

Characteristics of Scales/Instrument

Six scales composed of 30 items each were finalized. Descriptions of the scales and instrument are provided in the following sections.

Taxonomy Coverage

An extremely wide representation of work activities was achieved. One or more items were present in approximately 80% of the work content areas of the taxonomy.

Large differences in the average level of training requirement for each scale existed. Differences in scale training levels may be due to inherent characteristics of the RIASEC constructs themselves. However, the number of training levels within each scale with a minimum of one item was high. In addition, the instrument as a whole had good representation of each training level.

Psychometric Characteristics

All six scales demonstrated a high degree of internal reliability, with coefficient alphas ranging from .95 to .97. The mean, standard deviation, coefficient alpha, and scale intercorrelations for the **O*NET Interest Profiler** and Interest-Finder are reported in Table 1. The rank order of the scale means for the two measures are quite different (e.g., the Enterprising Scale is ranked fourth in the **O*NET Interest Profiler**, while it is ranked first in the Interest-Finder). Possible explanations for these differences include a varying degree of training level/complexity between the two instruments and format differences, such as:

a) presence of construct labels and definitions;
b) use of different item types (e.g., work activity statements versus activities, training, and occupational titles);
c) response format differences; and
d) scale format differences.

Although differences exist between the **O*NET Interest Profiler** and the Interest-Finder, examination of the instruments' scale intercorrelations reveals a very high correlation between corresponding scales, ranging from .71 (Enterprising) to .86 (Conventional), with a median value of .82. Correlations between **O*NET Interest Profiler** scales and noncorresponding Interest-Finder scales were much lower, ranging from .30 (IP Social and IF Realistic, IP Conventional and IF Realistic) to .62 (IP Enterprising and IF Social), with a median value of .46. Overall, the correlational relationships between the two instruments provide evidence of both convergent and discriminant validity.

Gender and Race/Ethnic Bias

In an attempt to reduce the likelihood of the **O*NET Interest Profiler** leading to restrictive career options for particular subgroups, an effort was made to select items with similar endorsement rates between groups (e.g., male and female). It was important to evaluate the extent to which efforts at the item level transferred into results at the scale level. A "balanced" scale indicates that the proportion of people from two sub-groups who endorse a scale is relatively similar.

For both the **O*NET Interest Profiler** and Interest-Finder, raw score means of subgroups were examined. Gender balance was evident in both instruments, with the exception of the Realistic Scale. For both instruments, a dissimilar proportion of males were likely to endorse the items within the Realistic Scale. The lack of balance for the Realistic Scales may be reflective of the traditional gender differences that exist within our society.

Balance between White Non-Hispanics and African Americans was evident in both measures, with the exception of the **O*NET Interest Profiler's** Enterprising Scale. For this scale, a higher proportion of African Americans were likely to endorse the items within the Enterprising Scale. Higher mean scale scores for African Americans also existed in many of the other scales, (e.g., IF Conventional, IP Social, IF Enterprising, IP Conventional, IF Social), indicating an overall positive response bias. In terms of career counseling, the ramifications of this occurrence appear to be minimal, with African Americans indicating stronger preference for all six RIASEC Interest Areas. Balance between White Non-Hispanics and Hispanics was evident in both measures.

PHASE 7: FORMAT DESIGN

The goals of the format design of the **O*NET Interest Profiler** were to develop an instrument that:

1) could be reliably hand-scored by clients taking the instrument on their own;
2) would gather information necessary to produce accurate, reliable interest profiles;
3) would allow for review of work activities within a RIASEC Interest Area once the instrument was completed; and
4) would lend itself to an equivalent computerized form.

Item Response Format

Several different item response formats were considered. The following 3-point response format was selected: *Like*, *Unsure*, *Dislike*. This format was seen as advantageous for three primary reasons:

1) The format was well suited for hand scoring. Participants are responsible simply for adding up the number of *Likes*.
2) The *Unsure* choice was viewed as an important option. An *Unsure* response is a meaningful option for clients who are not certain whether or not they like or dislike a particular work activity. However, the inclusion of this response in the scoring system would make self-scoring of the paper-and-pencil version of the IP difficult. Thus, the *Unsure* choice is not "scored."
3) This item format maintains continuity with the formats of existing DOL interest instruments, allowing for a smoother transition for those agencies currently using DOL instruments.

Instrument Layout

A wide variety of item layouts was explored. The final layout is a presentation of 15 columns of 12 interest items. Within each column, sets of items representing one of the interest constructs are presented in the following order: Realistic, Investigative, Artistic, Social, Enterprising, Conventional. Horizontal color bands distinguish the items representing each RIASEC construct. The color bands serve to aid in the scoring of the instrument, as well as allow clients to go back and review the work activity statements within a particular RIASEC construct once they have completed the instrument. In addition, items representing the same scale are not all presented together. This format is likely to reduce a general response bias (i.e., the endorsement of the items of an Interest Area in a particular fashion based on an initial impression or tendency).

Client Feedback on Instrument Layout

A small pilot test was conducted to evaluate individuals' ability to understand and score the **O*NET Interest Profiler**. In addition, two sets of scoring directions containing different emphases on visual instructions were tested.

A total of 80 individuals from a variety of backgrounds (e.g., age and employment status) participated in the pilot. Individuals with lower education levels were purposely over-sampled in an attempt to create a more rigorous test of the instrument's directions and scoring procedures. There was, however, a very low representation of minority groups.

Participants completed one version of the **O*NET Interest Profiler** (i.e, Nonvisual Instruction or Visual Instruction) along with a brief demographics questionnaire. In addition, they filled out a questionnaire eliciting feedback about their understanding of the instrument, the process they followed to score the instrument, and their overall impression of the instrument. After completing the instrument, individuals participated in focus group discussions, enabling more qualitative information to be gathered.

Differences in scoring error rates between the two forms of the instrument were negligible. In addition, feedback generated from the questionnaire revealed little difference between the two forms. Information gathered from focus groups did reveal, however, that some participants relied on the visual directions to understand the instrument, while others found them distracting. Based on the feedback from the pilot study, a new version of the **O*NET Interest Profiler** was created which placed a "middle of the road" emphasis on visual directions.

Regardless of the version of the instrument they were administered, participants provided overwhelmingly positive feedback related to **O*NET Interest Profiler**, with 89% of the participants expressing a desire to take the instrument again when its development is complete, and 81% stating they would recommend the instrument to their friends.

PHASE 8: EVALUATION OF RELIABILITY, VALIDITY, AND SELF-SCORING

A large-scale study was conducted to examine the psychometric properties—reliability and validity—of the final form of the instrument, as well as to evaluate the self-scoring aspect of the instrument. The study required gathering information from three groups of individuals with diverse backgrounds.

Participants and Design

The majority of the data were gathered from 1,061 individuals from employment service offices, junior colleges, trade schools, and other government agencies located in four regions across the United States: Michigan, New York, North Carolina, and Utah. These participants were administered the **O*NET Interest Profiler** and the Interest-Finder in a counter-balanced fashion (see Item Tryout and Scale Development for brief overview). Clients were administered a non-scoring version of one of the instruments first, followed by a version that they would score. This was done so that the actual scoring and interpretation of the first instrument would not bias the responses to the second measure.

Two groups of individuals also participated in the test-retest portion of the study. Junior college/vocational students and college students were administered one of the instruments on two separate occasions, with approximately one month elapsing between the two administrations. The **O*NET Interest Profiler** was administered twice to 132 participants, and the Interest-Finder was administered twice to 120 participants.

Self Scoring

The innovative self-administering, self-scoring format of the **O*NET Interest Profiler** was supported. The results indicated that the format (i.e., items of each Interest Area presented to clients in a mixed fashion, rather than grouped together by Interest Area) reduced the presence of a general response bias found in interest assessment inventories (see the Format Design section of this Guide for a brief discussion). An examination of clients' ability to self-score the instrument revealed a low percentage of scoring errors and, more importantly, a minimal presence of individuals identifying the wrong top interest due to scoring errors. Participants viewed the instrument as easy to score, interesting, and beneficial.

Reliability

The internal consistency estimates across all the RIASEC scales were very high (ranging from .93 to .96), indicating that each of the scales "hangs together" well. The instrument also had a high estimate of test-rest reliability (ranging from .81 to .92), providing evidence that clients' scores are likely to be similar if the instrument is taken more than once within a short period of time.

Validity

Similarities to the Interest-Finder provided evidence of convergent validity for the **O*NET Interest Profiler**. A principal components analysis indicated that the two instruments had similar factor structures. Equivalent scales from both measures were highly correlated, also supporting the convergent validity of these measures.

According to the Holland model, however, the correlations for the **O*NET Interest Profiler** suggest a problematic Enterprising scale, because this scale correlates too highly with the Artistic scale and not highly enough with the Social scale. There was also a large difference in the mean Enterprising scores for the two measures. Although Interest-Finder items focus on high-level business and law activities, **O*NET Interest Profiler** items include many low-level sales jobs in an attempt to cover all prestige and education levels. Preliminary analyses indicate that these low training level items are not consistently perceived as Enterprising activities by assessment takers. The **O*NET Interest Profiler** introduces more variability into the Enterprising Interest Area and perhaps, in the process, loses conceptual unity. Nevertheless, it is important to keep in mind that these results are based on comparisons with the Interest-Finder. Comparisons to another RIASEC instrument may lead to different conclusions.

Also, according to the Holland Model (Holland, 1985a), both of the instruments exhibited a gap between the Realistic and Conventional Interest Areas (i.e., correlation between the two scales was too small). The presence of this gap has also been found in data from other Holland-type measures. Whether the Realistic-Conventional gap reflects the nature of vocational interest structure or a choice of items within the scales is still unknown.

Note: For more detailed information on the reliability and validity of the IP, please see ***O*NET Interest Profiler: Reliability, Validity, and Self-Scoring*** (Rounds, Walker, Day, Hubert, Lewis, & Rivkin, 1999).

SUMMARY

The procedures followed to develop the **O*NET Interest Profiler** produced an easy-to-use, technically sound instrument. The IP is a reliable, valid self-assessment tool, that provides information about an individual's work-related interests that many types of clients within the employment and training community can use to explore the world of work. The IP can be used in conjunction with other assessment tools (e.g., **O*NET Ability Profiler, O*NET Work Importance Profiler,** or other privately developed instruments) to provide "whole-person assessment" services to clients involved in career exploration. Clients can link IP results to occupations included in **O*NET OnLine. O*NET OnLine** will allow clients to thoroughly explore a variety of occupations, allowing the consideration of these occupations as possible career choices.

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TABLES

Table 1

Interest Profiler and Interest-Finder Scale Means, Standard Deviations, Coefficient Alphas, and Scale Intercorrelations

RIASEC Scale[2]	M[3]	SD	∝	IP-R	IP-I	IP-A	IP-S	IP-E	IP-C	IF-R	IF-I	IF-A	IF-S	IF-E	IF-C
IP-R	10.32 (6)	8.7	.95	---	.56	.38	.40	.59	.39	.83[4]	.49	.39	.41	.44	.40
IP-I	13.19 (5)	8.9	.95		---	.56	.57	.52	.43	.50	.80	.56	.59	.56	.40
IP-A	13.46 (3)	9.2	.96			---	.52	.58	.35	.34	.44	.84	.57	.53	.32
IP-S	16.28 (1)	9.5	.96				---	.62	.49	.30	.39	.49	.79	.49	.44
IP-E	13.28 (4)	8.7	.95					---	.66	.47	.39	.53	.62	.71	.61
IP-C	14.80 (2)	10.1	.97						---	.30	.35	.37	.52	.54	.86
IF-R	17.1 (6)	11.3	.95							---	.56	.42	.40	.46	.37
IF-I	19.4 (4)	12.2	.96								---	.53	.53	.54	.40
IF-A	18.6 (5)	11.3	.95									---	.64	.59	.41
IF-S	21.8 (2)	11.4	.95										---	.67	.57
IF-E	22.3 (1)	11.5	.95											---	.62
IF-C	21.2 (3)	13.3	.97												--

Note. IP=Interest Profiler. IF=Interest-Finder. IP-R=IP Realistic scale, IP-I=Investigative scale, IP-A=Artistic scale, IP-S=Social scale, IP-E=Enterprising scale, IP-C=Conventional scale, IF-R=Realistic scale, IF-I=Investigative scale, IF-A=Artistic scale, IF-S=Social scale, IF-E Enterprising scale, IF-C = Conventional scale. All means, standard deviations, coefficient alphas, and scale intercorrelations are based on a sample size of 1,123. IP scale scores range from 0 - 30. IF scale scores range from 0 - 40.

---

[2] All correlation coefficients are statistically significant beyond the .001 level.

[3] Numbers in parentheses following the scale means are the within-measure rank order position of the mean.

[4] Correlations between corresponding IP and IF scales are underscored for interpretation purposes.

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Table 2

Subgroup Score Overlap for the O*NET Interest Profiler and Interest-Finder Scales

	O*NET Interest Profiler					Interest-Finder				
	Males		Females			Males		Females		
Scale	Mean	*SD*	Mean	*SD*	*O*[a]	Mean	*SD*	Mean	*SD*	*O*[a]
Realistic	13.78	8.82	7.24	7.33	68[*]	21.83	10.50	12.91	10.50	66[*]
Investigative	14.29	8.91	12.20	8.73	90	22.07	12.25	17.10	11.61	83
Artistic	13.34	8.93	13.56	9.39	99	18.32	11.37	18.78	11.30	98
Social	14.79	9.61	17.61	9.16	89	20.78	11.91	22.63	10.94	93
Enterprising	13.62	8.79	12.99	8.65	98	23.70	11.22	20.98	11.58	90
Conventional	13.02	9.93	16.38	10.03	86	19.76	13.31	22.52	13.15	91

Note. O*NET Interest Profiler scale scores range from 0 to 30; Interest-Finder scales range from 0 to 40. All means and standard deviations are based on a sample size of 1123.

[a] Percent overlap is based on Dunnette's (1966) table for Tilton's (1937) measure of overlap.

[*] Overlap less than or equal to 75%, indicating dissimilar distributions.

[**] Overlap less than 81%, but greater than 75%, indicating somewhat dissimilar distributions.

Table 2 (cont.)

Subgroup Score Overlap for the O*NET Interest Profiler and Interest-Finder Scales

	O*NET Interest Profiler					Interest-Finder				
	White Non-Hispanic		African American			White Non-Hispanic		African American		
Scale	Mean	*SD*	Mean	*SD*	*O*[a]	Mean	*SD*	Mean	*SD*	*O*[a]
Realistic	8.65	7.93	11.77	8.99	85	15.13	10.56	18.57	11.38	87
Investigative	12.28	8.72	12.76	8.74	97	17.73	11.91	19.50	12.30	94
Artistic	11.60	9.09	15.10	9.04	84	16.03	11.21	20.36	11.19	84
Social	12.95	9.55	18.31	8.63	76**	18.06	10.86	23.69	11.38	80**
Enterprising	9.98	7.71	16.46	8.78	69*	18.81	10.95	24.84	11.26	78**
Conventional	12.16	10.11	17.30	9.61	79**	17.51	13.16	25.20	12.33	76**

Note. O*NET Interest Profiler scale scores range from 0 to 30; Interest-Finder scales range from 0 to 40. All means and standard deviations are based on a sample size of 1123.

[a] Percent overlap is based on Dunnette's (1966) table for Tilton's (1937) measure of overlap.

* Overlap less than or equal to 75%, indicating dissimilar distributions.

** Overlap less than 81%, but greater than 75%, indicating somewhat dissimilar distributions.

Table 2 (cont.)

Subgroup Score Overlap for the O*NET Interest Profiler and Interest-Finder Scales

	O*NET Interest Profiler					Interest-Finder				
	White Non-Hispanic		Hispanic			White Non-Hispanic		Hispanic		
Scale	Mean	*SD*	Mean	*SD*	*O*[a]	Mean	*SD*	Mean	*SD*	*O*[a]
Realistic	8.65	7.93	10.47	9.01	91	15.13	10.56	17.15	11.87	92
Investigative	12.28	8.72	14.83	9.12	88	17.73	11.91	21.08	12.10	88
Artistic	11.60	9.09	13.41	9.08	92	16.03	11.21	18.83	11.17	90
Social	12.95	9.55	17.98	9.22	78**	18.06	10.86	23.58	11.04	80**
Enterprising	9.98	7.71	13.11	8.28	84	18.81	10.95	22.72	11.44	86
Conventional	12.16	10.11	14.54	10.05	90	17.51	13.16	19.96	13.40	92

Note. O*NET Interest Profiler scale scores range from 0 to 30; Interest-Finder scales range from 0 to 40. All means and standard deviations are based on a sample size of 1123.

[a] Percent overlap is based on Dunnette's (1966) table for Tilton's (1937) measure of overlap.

* Overlap less than or equal to 75%, indicating dissimilar distributions.

** Overlap less than 81%, but greater than 75%, indicating somewhat dissimilar distributions.

FIGURES

Figure 1

Overview of the Interest Profiler Taxonomy, Version 3.0

Realistic Scale			Investigative Scale		Artistic Scale	
03.01#	Plants & Animals	Level 3	02.01	Physical Sciences	01.01	Literary Arts
03.02#	"	Level 2	02.02	Life Sciences	01.02	Visual Arts
03.04#	"	Level 1				
03.03	Animal Training & Service		02.03	Medical Sciences	01.03	Performing Arts: Drama
04.02	Security Services		02.04	Laboratory Technology	01.04	Performing Arts: Music
05.04#	Airplane & Ship Operation		02.05+	Computer Technology	01.05	Performing Arts: Dance
05.05*	Craft Technology		05.01	Engineering	01.06	Craft Arts
05.06	Systems Operations		05.02#	Mechanical Systems Management	01.08	Modeling
05.07	Quality Control: Mechanical		05.03*	Engineering Technology	12.02	Physical Feats
05.08	Land & Water Vehicle Operation		11.01*	Mathematics & Statistics		
05.10*	Crafts		11.03	Social Research		
05.11	Equipment Operation		11.06A+	Finance: Design & Interpretation		
05.12#	Basic Mechanical		11.08	Communications		
06.01	Production Technology		11.10	Regulations Enforcement		
			12.00+	General Research		
06.02#	Production Work	Level 2	4.01R	Safety & Law		
06.04#	"	Level 1				
06.03	Quality Control: Industrial					
09.03	Passenger Services					
09.04#*	Basic Services					

* GOE Work Group Definition Modified   # GOE Work Group Title Modified   + New Work Content Area   R Moved Post Retranslation Screen

Figure 1 (cont.)

Overview of the Interest Profiler Taxonomy, Version 3.0

Social Scale		Enterprising Scale		Conventional Scale	
04.01	Safety & Law Enforcement	08.01	Sales Technology	05.09*	Material Control
09.01	Hospitality Services	08.02	General Sales	07.01	Administrative Detail
09.02	Barber & Beauty Services	08.03	Vending	07.02	Mathematical Detail
10.01	Social Services	09.05#*	Attendant/Customer Services	07.03	Financial Detail
10.02	Nursing, Therapy, & Specialized Teaching Services	11.04	Law	07.04	Oral Communications
		11.05	Business Administration	07.05	Records Processing
10.03*	Child & Adult Care	11.06B+	Finance: Buy & Sell	07.06	Clerical Machine Operation
11.02	Educational & Library Services	11.07	Service Administration	07.07	Clerical Handling
12.01	Sports	11.09	Promotion	2.05R	Computer Technology
		11.11	Business Management		
		11.12	Contracts & Claims		
		9.02R	Barber & Beauty Services		

* GOE Work Group Definition Modified # GOE Work Group Title Modified + New Work Content Area R Moved Post Retranslation Screen

Figure 2

Overview of the Modified Specific Vocational Preparation Scale (MSVP)

Level	Time[5]
1	Up to and including 6 months.[6]
2	Over 6 months up to and including 1 year.
3	Over 1 year up to and including 2 years.
4	Over 2 years up to 4 years.
5	At least 4 years.[7]

Note: The levels of this scale are mutually exclusive and do not overlap.

---

[5] Time that applies to General Educational Development is not considered in estimating Specific Vocational Preparation.

[6] Represents three collapsed levels of the original SVP scale.

[7] Represents two collapsed levels of the original SVP scale.

Figure 3

Familiarity Screen Rating Scale

Not Familiar		Somewhat Familiar		Very Familiar
1	2	3	4	5
You don't know what the activity is. You have never heard of the activity.		You know something about the activity, or someone you know performs the activity on his or her job.		You have seen the activity performed a number of times, or you have performed the activity yourself.

Version 3.0

CE

o*net™

interest profiler

Instrument

a tool for career exploration

U.S. Department of Labor, Employment and Training Administration

America's Workforce Network

THE O*NET™ CAREER EXPLORATION TOOLS

As you explore your career options, you should know that other tools will be available to help you. The **Interest Profiler** is just one of five **O*NET Career Exploration Tools**. The other tools are:

- ▼ The **Computerized Interest Profiler** — helps you find out what your work-related interests are. It is similar to the paper-and-pencil **Interest Profiler**, except that you answer and score the questions on a computer.
- ▼ The **Ability Profiler** — helps you find out what kinds of jobs you can learn to do well. It can help you recognize where your strengths are and where you might need more training or education.
- ▼ The **Work Importance Locator** — helps you decide what is important to you in a job. It can help you identify occupations that you may find satisfying.
- ▼ The **Work Importance Profiler** — a computer-based version of the **Work Importance Locator.**

These tools give you three important pieces of information that are valuable to you when exploring careers:

(1) what is important to you in your world of work,
(2) what you can do well, and
(3) what you like to do.

You may use the tools separately or together. You can use them to identify occupations in the world of work that you may want to explore.

America's
Career Kit

America's Job Bank
www.ajb.org

America's Learning eXchange
www.alx.org

America's Career InfoNet
www.acinet.org

America's Service Locator
www.servicelocator.org

O*NET OnLine
http://online.onetcenter.org

America's Workforce Network Toll-Free Help Line 1-877-US-2JOBS

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GETTING STARTED

First, write your **name** and the **date**. Then, read the section below.

NAME: ______________________________ **DATE:** __________

WELCOME TO THE INTEREST PROFILER

The **Interest Profiler** helps you find out what your interests are and how they relate to the world of work. It does this by asking you to answer questions that represent important interest areas. Your **Interest Profiler** scores will help you identify your strongest work-related interests. Knowing your work interests can help you decide what kinds of jobs and careers you want to explore.

You **should use** your **Interest Profiler** results to explore the world of work and identify occupations that can satisfy your particular interests. You will be able to look at the interests satisfied by occupations and compare them to your own interests. Talk to a vocational/employment counselor or teacher for more help on how to user your **Interest Profiler** results.

Your **Interest Profiler** results **should not be used** for employment or hiring decisions. Employers, education programs, or other job-related programs should not use your results as part of a screening process for jobs or training.

If you think that your **Interest Profiler** results are being used incorrectly, talk to your vocational/employment counselor, teacher, or program administrator. You can also contact the National Center for O*NET Development for assistance.

National Center for O*NET Development
Attention: Customer Service
700 Wade Avenue
Raleigh, NC 27605

Phone: (919) 733-2790
Fax: (919) 715-0778
e-mail: o*net@esc.state.nc.us

Now, turn the page to learn more about your work-related interests!

HINTS FOR COMPLETING THE INTEREST PROFILER

The **Interest Profiler** questions describe work activities that some people do at their jobs. Read each question carefully and decide whether or not you would like to do the activity.

TRY NOT TO THINK ABOUT:

(1) whether you have enough education or training to perform the activity, or

(2) how much money you would make performing the activity.

SIMPLY THINK ABOUT WHETHER YOU WOULD "LIKE" OR "DISLIKE" PERFORMING THE WORK ACTIVITY.

POINTS TO REMEMBER:

(1) **THIS IS NOT A TEST!** There are no right or wrong answers to the questions. The goal is for you to learn more about your personal work-related interests.

(2) **THERE IS NO TIME LIMIT** for completing the questions. Take your time.

HOW TO COMPLETE THE INTEREST PROFILER

THIS IS HOW TO MARK YOUR ANSWERS TO THE INTEREST QUESTIONS:

If you think you would **LIKE** the work activity,
fill in the box containing the **L** next to the question, like this:

L
?
D

If you think you would **DISLIKE** the work activity,
fill in the box containing the **D** next to the question, like this:

L
?
D

If you are **UNSURE** whether you would like the work activity,
fill in the box containing the **?** next to the question, like this:

L
?
D

ANSWER THE QUESTIONS IN THE RIGHT ORDER!

The work activity questions begin on the following page. **It is important that you work from the top to the bottom in each column of questions!**

(1) Start with question #1 at the top of the first column and **continue down the first column** until you reach the bottom of the page.

(2) **Then go to the top of the second column** and answer all the questions in that column until you reach the bottom of the page.

(3) **Continue to work down each column** until you have finished all four pages of questions. Please be sure to complete all of the questions.

When you have completed the questions, you will be given instructions for scoring the results of your **Interest Profiler**!

IT IS VERY IMPORTANT THAT YOU WORK FROM THE TOP TO THE BOTTOM IN EACH COLUMN OF ITEMS!

WORK DOWN THE COLUMNS

START HERE

1. Build kitchen cabinets L ? D
2. Guard money in an armored car L ? D
3. Study space travel L ? D
4. Make a map of the bottom of an ocean L ? D
5. Conduct a symphony orchestra L ? D
6. Write stories or articles for magazines L ? D
7. Teach an individual an exercise routine L ? D
8. Perform nursing duties in a hospital L ? D
9. Buy and sell stocks and bonds L ? D
10. Manage a retail store L ? D
11. Develop a spreadsheet using computer software L ? D
12. Proofread records or forms L ? D

Continue at the top of the next column.

13. Operate a dairy farm L ? D
14. Lay brick or tile L ? D
15. Study the history of past civilizations L ? D
16. Study animal behavior L ? D
17. Direct a play L ? D
18. Create dance routines for a show L ? D
19. Give CPR to someone who has stopped breathing L ? D
20. Help people with personal or emotional problems L ? D
21. Sell telephone and other communication equipment L ? D
22. Operate a beauty salon or barber shop L ? D
23. Use a computer program to generate customer bills L ? D
24. Schedule conferences for an organization L ? D

Continue at the top of the next column.

25. Monitor a machine on an assembly line L ? D
26. Repair household appliances L ? D
27. Develop a new medicine L ? D
28. Plan a research study L ? D
29. Write books or plays L ? D
30. Play a musical instrument L ? D
31. Teach children how to read L ? D
32. Work with mentally disabled children L ? D
33. Sell merchandise over the telephone L ? D
34. Run a stand that sells newspapers and magazines L ? D
35. Keep accounts payable/receivable for an office L ? D
36. Load computer software into a large computer network L ? D

Continue at the top of the next column.

IT IS VERY IMPORTANT THAT YOU WORK FROM THE TOP TO THE BOTTOM IN EACH COLUMN OF ITEMS!

37. Drive a taxi cab L ? D

38. Install flooring in houses L ? D

39. Study ways to reduce water pollution L ? D

40. Develop a new medical treatment or procedure L ? D

41. Perform comedy routines in front of an audience L ? D

42. Perform as an extra in movies, plays, or television shows L ? D

43. Teach an elementary school class L ? D

44. Give career guidance to people L ? D

45. Give a presentation about a product you are selling L ? D

46. Buy and sell land L ? D

47. Transfer funds between banks using a computer L ? D

48. Organize and schedule office meetings L ? D

Continue at the top of the next column.

49. Raise fish in a fish hatchery L ? D

50. Build a brick walkway L ? D

51. Determine the infection rate of a new disease L ? D

52. Study rocks and minerals L ? D

53. Write reviews of books or plays L ? D

54. Compose or arrange music L ? D

55. Supervise the activities of children at a camp L ? D

56. Help people with family-related problems L ? D

57. Sell compact disks and tapes at a music store L ? D

58. Run a toy store L ? D

59. Use a word processor to edit and format documents L ? D

60. Operate a calculator L ? D

Continue at the top of the next column.

61. Assemble electronic parts L ? D

62. Drive a truck to deliver packages to offices and homes L ? D

63. Diagnose and treat sick animals L ? D

64. Study the personalities of world leaders L ? D

65. Act in a movie L ? D

66. Dance in a Broadway show L ? D

67. Perform rehabilitation therapy L ? D

68. Do volunteer work at a non-profit organization L ? D

69. Manage the operations of a hotel L ? D

70. Sell houses L ? D

71. Direct or transfer phone calls for a large organization L ? D

72. Perform office filing tasks L ? D

Continue at the top of the next column.

73. Paint houses L ? D

74. Enforce fish and game laws L ? D

75. Conduct chemical experiments L ? D

76. Conduct biological research L ? D

77. Draw pictures L ? D

78. Sing professionally L ? D

79. Help elderly people with their daily activities L ? D

80. Teach children how to play sports L ? D

81. Sell candy and popcorn at sports events L ? D

82. Manage a supermarket L ? D

83. Compute and record statistical and other numerical data L ? D

84. Generate the monthly payroll checks for an office L ? D

Continue at the top of the next page.

IT IS VERY IMPORTANT THAT YOU WORK FROM THE TOP TO THE BOTTOM IN EACH COLUMN OF ITEMS!

▼

85. Operate a grinding machine in a factory L ? D
86. Work on an offshore oil-drilling rig L ? D
87. Study the population growth of a city L ? D
88. Study whales and other types of marine life L ? D
89. Perform stunts for a movie or television show L ? D
90. Create special effects for movies L ? D
91. Help disabled people improve their daily living skills L ? D
92. Teach sign language to people with hearing disabilities L ? D
93. Manage a department within a large company L ? D
94. Sell a soft drink product line to stores and restaurants L ? D
95. Take notes during a meeting L ? D
96. Keep shipping and receiving records L ? D

Continue at the top of the next column.

▼

97. Perform lawn care services L ? D
98. Assemble products in a factory L ? D
99. Investigate crimes L ? D
100. Study the movement of planets L ? D
101. Conduct a musical choir L ? D
102. Act in a play L ? D
103. Help people who have problems with drugs or alcohol L ? D
104. Help conduct a group therapy session L ? D
105. Sell refreshments at a movie theater L ? D
106. Sell hair-care products to stores and salons L ? D
107. Calculate the wages of employees L ? D
108. Assist senior-level accountants in performing bookkeeping tasks L ? D

Continue at the top of the next column.

▼

109. Catch fish as a member of a fishing crew L ? D
110. Refinish furniture L ? D
111. Examine blood samples using a microscope L ? D
112. Investigate the cause of a fire L ? D
113. Paint sets for plays L ? D
114. Audition singers and musicians for a musical show L ? D
115. Help families care for ill relatives L ? D
116. Provide massage therapy to people L ? D
117. Start your own business L ? D
118. Negotiate business contracts L ? D
119. Type labels for envelopes and packages L ? D
120. Inventory supplies using a hand-held computer L ? D

Continue at the top of the next column.

▼

121. Fix a broken faucet L ? D
122. Do cleaning or maintenance work L ? D
123. Study the structure of the human body L ? D
124. Develop psychological profiles of criminals L ? D
125. Design sets for plays L ? D
126. Announce a radio show L ? D
127. Plan exercises for disabled patients L ? D
128. Counsel people who have a life-threatening illness L ? D
129. Represent a client in a lawsuit L ? D
130. Negotiate contracts for professional athletes L ? D
131. Develop an office filing system L ? D
132. Keep records of financial transactions for an organization L ? D

Continue at the top of the next column.

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IT IS VERY IMPORTANT THAT YOU WORK FROM THE TOP TO THE BOTTOM IN EACH COLUMN OF ITEMS!

133. Maintain the grounds of a park L ? D
134. Operate a machine on a production line L ? D
135. Develop a way to better predict the weather L ? D
136. Work in a biology lab L ? D
137. Write scripts for movies or television shows L ? D
138. Write a song L ? D
139. Teach disabled people work and living skills L ? D
140. Organize activities at a recreational facility L ? D
141. Be responsible for the operation of a company L ? D
142. Market a new line of clothing L ? D
143. Record information from customers applying for charge accounts L ? D
144. Photocopy letters and reports L ? D

Continue at the top of the next column.

145. Spray trees to prevent the spread of harmful insects L ? D
146. Test the quality of parts before shipment L ? D
147. Invent a replacement for sugar L ? D
148. Study genetics L ? D
149. Perform jazz or tap dance L ? D
150. Direct a movie L ? D
151. Take care of children at a day-care center L ? D
152. Organize field trips for disabled people L ? D
153. Sell newspaper advertisements L ? D
154. Sell merchandise at a department store L ? D
155. Record rent payments L ? D
156. Enter information into a database L ? D

Continue at the top of the next column.

157. Operate a motorboat to carry passengers L ? D
158. Repair and install locks L ? D
159. Study the governments of different countries L ? D
160. Do research on plants or animals L ? D
161. Sing in a band L ? D
162. Design artwork for magazines L ? D
163. Assist doctors in treating patients L ? D
164. Work with juveniles on probation L ? D
165. Sell automobiles L ? D
166. Manage a clothing store L ? D
167. Keep inventory records L ? D
168. Maintain employee records L ? D

Continue at the top of the next column.

169. Set up and operate machines to make products L ? D
170. Put out forest fires L ? D
171. Do laboratory tests to identify diseases L ? D
172. Study weather conditions L ? D
173. Edit movies L ? D
174. Pose for a photographer L ? D
175. Provide physical therapy to people recovering from an injury L ? D
176. Teach a high-school class L ? D
177. Sell restaurant franchises to individuals L ? D
178. Sell computer equipment in a store L ? D
179. Stamp, sort, and distribute mail for an organization L ? D
180. Handle customers' bank transactions L ? D

TURN TO THE NEXT PAGE FOR SCORING INSTRUCTIONS.

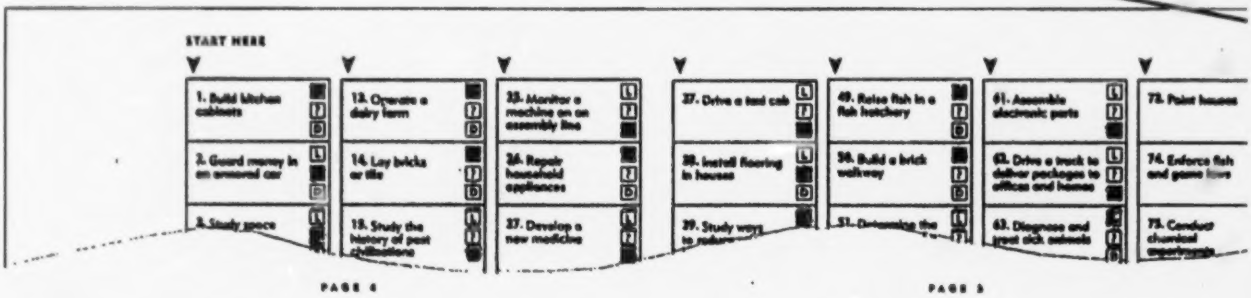
81

SCORING EXAMPLE

STEP 1

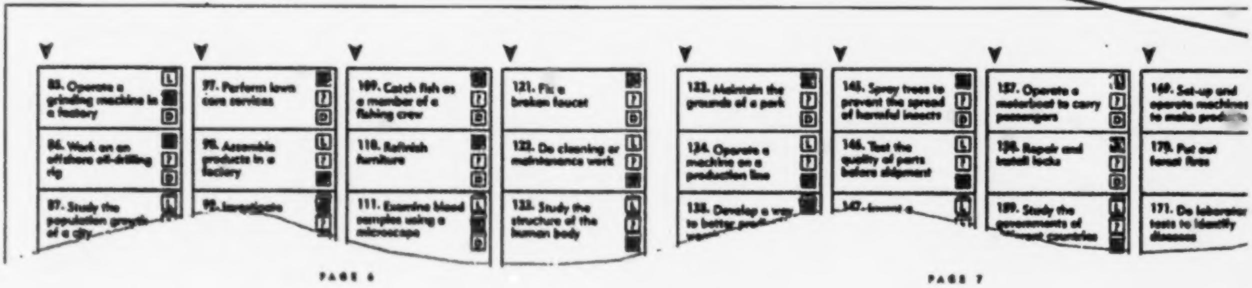
Kim counted the number of "Likes" she had filled in for both rows of questions in the green band on pages 4 and 5. She had 7 "Likes". She wrote that number in the first green box on the scoring flap.

(Keep in mind that the number of "Likes" you marked may be different than the example.)


START HERE
PAGE 4
PAGE 5

STEP 2

Next, Kim counted the number of "Likes" she had filled in for both rows of questions in the green band on pages 6 and 7. She had 10 "Likes". She wrote that number in the second green box on the scoring flap.


PAGE 6
PAGE 7

STEP 3

Finally, Kim added the numbers in the first and second green boxes and wrote the total in the white box. Kim's "Realistic" score is 17.

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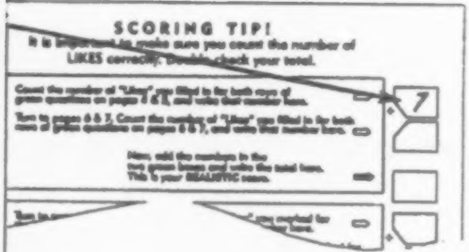


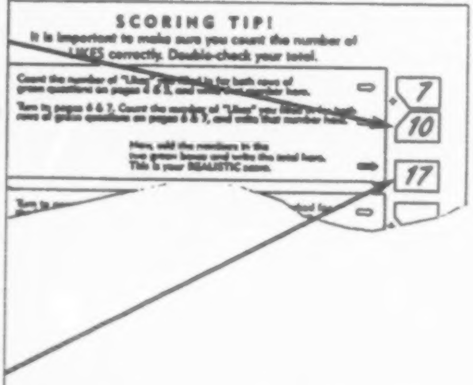
SCORING TIP!

It is important to make sure you count the number of LIKES correctly. Double-check your total.

Count the number of "Likes" you filled in for both rows of green questions on pages 4 & 5, and write that number here. 7

Turn to pages 6 & 7. Count the number of "Likes" you filled in for both rows of green questions on pages 6 & 7, and write that number here.

Now, add the numbers in the two green boxes and write the total here. This is your REALISTIC score.



SCORING TIP!

It is important to make sure you count the number of LIKES correctly. Double-check your total.

Count the number of "Likes" you filled in for both rows of green questions on pages 4 & 5, and write that number here. 7

Turn to pages 6 & 7. Count the number of "Likes" you filled in for both rows of green questions on pages 6 & 7, and write that number here. 10

Now, add the numbers in the two green boxes and write the total here. This is your REALISTIC score. 17

(Remember, your score will probably be different.)

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SCORING TIP!

It is important to make sure you count the number of LIKES correctly. Double-check your totals.

Count the number of "Likes" you filled in for both rows of green questions on pages 4 & 5, and write that number here. ⇨ ☐

+

Turn to pages 6 & 7. Count the number of "Likes" you filled in for both rows of green questions on pages 6 & 7, and write that number here. ⇨ ☐

Now, add the numbers in the two green boxes and write the total here. This is your **REALISTIC** score. ➡ ☐

Turn to pages 4 & 5. Count the number of "Likes" you filled in for both rows of pink questions on pages 4 & 5, and write that number here. ⇨ ☐

+

Turn to pages 6 & 7. Count the number of "Likes" you filled in for both rows of pink questions on pages 6 & 7, and write that number here. ⇨ ☐

Now, add the numbers in the two pink boxes and write the total here. This is your **INVESTIGATIVE** score. ➡ ☐

Turn to pages 4 & 5. Count the number of "Likes" you filled in for both rows of orange questions on pages 4 & 5, and write that number here. ⇨ ☐

+

Turn to pages 6 & 7. Count the number of "Likes" you filled in for both rows of orange questions on pages 6 & 7, and write that number here. ⇨ ☐

Now, add the numbers in the two orange boxes and write the total here. This is your **ARTISTIC** score. ➡ ☐

Turn to pages 4 & 5. Count the number of "Likes" you filled in for both rows of purple questions on pages 4 & 5, and write that number here. ⇨ ☐

+

Turn to pages 6 & 7. Count the number of "Likes" you filled in for both rows of purple questions on pages 6 & 7, and write that number here. ⇨ ☐

Now, add the numbers in the two purple boxes and write the total here. This is your **SOCIAL** score. ➡ ☐

Turn to pages 4 & 5. Count the number of "Likes" you filled in for both rows of yellow questions on pages 4 & 5, and write that number here. ⇨ ☐

+

Turn to pages 6 & 7. Count the number of "Likes" you filled in for both rows of yellow questions on pages 6 & 7, and write that number here. ⇨ ☐

Now, add the numbers in the two yellow boxes and write the total here. This is your **ENTERPRISING** score. ➡ ☐

Turn to pages 4 & 5. Count the number of "Likes" you filled in for both rows of blue questions on pages 4 & 5, and write that number here. ⇨ ☐

+

Turn to pages 6 & 7. Count the number of "Likes" you filled in for both rows of blue questions on pages 6 & 7, and write that number here. ⇨ ☐

Now, add the numbers in the two blue boxes and write the total here. This is your **CONVENTIONAL** score. ➡ ☐

When you have finished scoring, go to your Interest Profiler Score Report.

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HERE'S HOW TO SCORE YOUR INTEREST PROFILER

(1) Count the number of "Likes" you filled in for both rows of green questions on pages 4 & 5 and write that number in the first green box on the INSIDE of this scoring flap.

(2) Then turn to pages 6 & 7. Count the number of "Likes" you filled in for both rows of green questions on pages 6 & 7 and write that number in the second green box on the INSIDE of this scoring flap.

(3) Add the numbers in the two green boxes and write the total in the white box just below the two green boxes on the INSIDE of this scoring flap.

(4) REPEAT STEPS 1, 2, AND 3 FOR:

the pink questions,
the orange questions,
the purple questions,
the yellow questions, and
the blue questions.

You will have six scores when you have finished.

(5) Look at the example to your left. It shows you how to score your Interest Profiler.

> After you score your Interest Profiler, look at your Interest Profiler Score Report to learn what your scores mean and how to use them to explore careers.

OPEN THIS FLAP AND BEGIN SCORING

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Version 3.0

CE

o*net™

interest profiler

Score Report

U.S. Department of Labor, Employment and Training Administration

America's Career Kit

America's Job Bank
www.ajb.org

America's Learning eXchange
www.alx.org

America's Career InfoNet
www.acinet.org

America's Service Locator
www.servicelocator.org

O*NET OnLine
http://online.onetcenter.org

America's Workforce Network Toll-Free Help Line 1-877-US-2JOBS

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Interest Profiler Score Report

Name: ______________________________________ Date: __________

(Please print your name and the date in the spaces above.)

The Interest Profiler: How Can It Help You?

Recently, you took the Interest Profiler to learn more about your work-related interests. To help you think about and identify your interests, the Interest Profiler asked you whether you "like" or "dislike" many different kinds of work activities. As you probably noticed, these work activities described many different parts of occupations.

The work activities also represent six broad career Interest Areas.

You already have scored your Interest Profiler. Remember, you can use your results to explore occupations that may satisfy your interests. Your results **should not be used** for employment or hiring decisions. Employers, education programs, or other job related programs should not use your results as part of a screening process for jobs or training.

Now, continue reading to find out what your strongest interests are and how you can use them to explore the world of work.

What Are Your Primary and Secondary Interest Areas?

In the spaces below, copy your Interest Area scores from the Interest Profiler:

Your **R** score: ____ Realistic

Your **I** score: ____ Investigative

Your **A** score: ____ Artistic

Your **S** score: ____ Social

Your **E** score: ____ Enterprising

Your **C** score: ____ Conventional

Primary Interest Area:

Which Interest Area has your highest score: **R, I, A, S, E,** or **C**? Enter the letter for that Interest Area in the box below and **also in the box for Primary Interest Area on page 11.**

Your **Primary Interest Area:** ____

You will use your Primary Interest Area *first* to explore careers.

(If two Interest Areas are tied for the highest score or are within 5 points of each other, use both of them for your Primary Interest Area. You have two equally strong interests.)

Secondary Interest Areas:

Which Interest Area has your next highest score? Which Interest Area has your third highest score? Enter the letters for those areas in the box below and **also in the box for Secondary Interest Areas on page 11.**

Your **Secondary Interest Areas:** ____ & ____

(If you do not find many occupations that you like using your Primary Interest Area, you can use your Secondary Interest Areas to look at more career options.)

Using Your Interests to Explore Careers

You can use your interests to explore careers. Interests are good to use because you probably will find that occupations that meet your interests will be more satisfying and rewarding for you than occupations that don't meet your interests.

On the next pages, you can learn more about your interests and how you can use them to explore the world of work. The following sections will:

- define each Interest Area for you, and
- give steps for you to follow to use your interest scores in identifying groups of occupations to explore.

Remember, though, that interests are just some of the information that you can use to explore careers. Other useful information about yourself:

- your abilities,
- work values,
- experience,
- education, and
- motivation

are also important in exploring careers. The more aspects of yourself that you use to explore careers, the better chance you have of finding satisfying work.

What Your Primary Interest Area Means

You can think of occupational interests as your liking or preference for certain work activities. The Interest Profiler measures interests in each of the six Interest Areas described below. Read over the definitions of your Primary and Secondary Interest Areas to get a better understanding of your occupational interests.

R Realistic: People with **Realistic** interests like work activities that include practical, hands-on problems and solutions. They enjoy dealing with plants, animals, and real-world materials, like wood, tools, and machinery. They enjoy outside work. Often people with **Realistic** interests do not like occupations that mainly involve doing paperwork or working closely with others.

I Investigative: People with **Investigative** interests like work activities that have to do with ideas and thinking more than with physical activity. They like to search for facts and figure out problems mentally rather than to persuade or lead people.

A Artistic: People with **Artistic** interests like work activities that deal with the artistic side of things, such as forms, designs, and patterns. They like self-expression in their work. They prefer settings where work can be done without following a clear set of rules.

S Social: People with **Social** interests like work activities that assist others and promote learning and personal development. They prefer to communicate more than to work with objects, machines, or data. They like to teach, to give advice, to help, or otherwise be of service to people.

E Enterprising: People with **Enterprising** interests like work activities that have to do with starting up and carrying out projects, especially business ventures. They like persuading and leading people and making decisions. They like taking risks for profit. These people prefer action rather than thought.

C Conventional: People with **Conventional** interests like work activities that follow set procedures and routines. They prefer working with data and detail more than with ideas. They prefer work in which there are precise standards rather than work in which you have to judge things by yourself. These people like working where the lines of authority are clear.

What Occupations Are Linked with Your Interests?

Now that you know your Primary and Secondary Interest Areas and have read their descriptions on the previous page, you are ready to find the occupations that are linked with your interests.

To help you identify occupations that can satisfy your interests, this score report provides six occupational lists, one for each of the six Interest Areas. Each list shows the occupations that link best with that Interest Area.

You will notice that each of the lists of occupations is divided into five Job Zones. Each Job Zone contains occupations that require about the same amount of education, training, and experience. Knowing your Job Zone can help you focus your career exploration.

Read below to find out about the Job Zones and how to pick your Job Zone. **To explore occupations on this score report, you will need to know your Job Zone as well as your Primary Interest Area.** *(If you have already picked a Job Zone, turn to pages 6 and 11 and write your Job Zone(s) in the spaces provided.)*

What Is a Job Zone?

A Job Zone is a group of occupations that are similar in these ways:

- how most people get into the job,
- how much overall experience people need to do the job,
- how much education people need to do the job, and
- how much on-the-job training people need to do the job.

In other words, the occupations in a Job Zone require similar amounts of preparation. By picking a Job Zone, you will be able to narrow down your career search.

The five Job Zones are:

Job Zone 1 — occupations that need ***Little*** or ***No*** preparation
Job Zone 2 — occupations that need ***Some*** preparation
Job Zone 3 — occupations that need ***Medium*** preparation
Job Zone 4 — occupations that need ***Considerable*** preparation
Job Zone 5 — occupations that need ***Extensive*** preparation

To help you explore occupations, you can think about Job Zones in two ways:
— your *current* Job Zone and
— your *future* Job Zone.

Current Job Zone: If you want to explore occupations at your *current* "level of preparation," choose the Job Zone that best matches the amount of training, education, and experience you have now. This is your Current Job Zone, the zone with jobs that need the level of preparation you have right now.

Future Job Zone: If you want to explore occupations based on your *future* level of preparation (for example, after you finish high school, technical training, or college), choose the Job Zone that best matches the experience, training, and education you expect to have in the future. This is your Future Job Zone, the zone with jobs you may eventually have the knowledge and skills to do.

Job Zone Definitions

To get a better idea of what they mean, read the following Job Zone definitions:

Job Zone 1: Little or No Preparation Needed

Overall Experience — No previous work-related skill, knowledge, or experience is needed for these occupations. For example, a person can become a general office clerk even if he/she has never worked in an office before.

Education — These occupations may require a high school diploma or GED certificate. Some may require a formal training course to obtain a license.

Job Training — Employees in these occupations need anywhere from a few days to a few months of training. Usually, an experienced worker could show you how to do the job.

Examples — These occupations involve following instructions and helping others. Examples include *bus drivers, forest and conservation workers, general office clerks, home health aides,* and *waiters/waitresses.*

Job Zone 2: Some Preparation Needed

Overall Experience — Some previous work-related skill, knowledge, or experience may be helpful in these occupations, but usually is not needed. For example, a drywall installer might benefit from experience installing drywall, but an inexperienced person could still learn to be an installer with little difficulty.

Education — These occupations usually require a high school diploma and may require some vocational training or job-related course work. In some cases, an associate's or bachelor's degree could be needed.

Job Training — Employees in these occupations need anywhere from a few months to one year of working with experienced employees.

Examples — These occupations often involve using your knowledge and skills to help others. Examples include *drywall installers, fire inspectors, flight attendants, pharmacy technicians, retail salespersons,* and *tellers.*

Job Zone 3: Medium Preparation Needed

Overall Experience — Previous work-related skill, knowledge, or experience is required for these occupations. For example, an electrician must have completed three or four years of apprenticeship or several years of vocational training, and often must have passed a licensing exam, in order to perform the job.

Education — Most occupations in this zone require training in vocational schools, related on-the-job experience, or an associate's degree. Some may require a bachelor's degree.

Job Training — Employees in these occupations usually need one or two years of training involving both on-the-job experience and informal training with experienced workers.

Examples — These occupations usually involve using communication and organizational skills to coordinate, supervise, manage, or train others to accomplish goals. Examples include *dental assistants, electricians, fish and game wardens, legal secretaries, personnel recruiters,* and *recreation workers.*

Job Zone 4: Considerable Preparation Needed

Overall Experience — A minimum of two to four years of work-related skill, knowledge, or experience is needed for these occupations. For example, an accountant must complete four years of college and work for several years in accounting to be considered qualified.

Education — Most of these occupations require a four-year bachelor's degree, but some do not.

Job Training — Employees in these occupations usually need several years of work-related experience, on-the-job training, and/or vocational training.

Examples — Many of these occupations involve coordinating, supervising, managing, or training others. Examples include *accountants, chefs and head cooks, computer programmers, historians,* and *police detectives.*

Job Zone 5: Extensive Preparation Needed

Overall Experience — Extensive skill, knowledge, and experience are needed for these occupations. Many require more than five years of experience. For example, surgeons must complete four years of college and an additional five to seven years of specialized medical training to be able to do their job.

Education — A bachelor's degree is the minimum formal education required for these occupations. However, most also require graduate school. For example, they may require a master's degree, and some require a Ph.D., M.D., or J.D. (law degree).

Job Training — Employees may need some on-the-job training, but most of these occupations assume that the person will already have the required skills, knowledge, work-related experience, and/or training.

Examples — These occupations often involve coordinating, training, supervising, or managing the activities of others to accomplish goals. Very advanced communication and organizational skills are required. Examples include *lawyers, instrumental musicians, physicists, counseling psychologists,* and *surgeons.*

Which Job Zone Suits You Best?

To help you decide if a Job Zone fits you, you might ask yourself:

"Do I have the experience, education, and training needed to do the work for occupations in this Job Zone?" (*Current* Job Zone)

"Am I willing to get the experience, education, and training needed to do the work for occupations in this Job Zone?" (*Future* Job Zone)

"Would I like to work in at least some of the occupations in this Job Zone?"

If you answered "yes" to these questions, then you have found your Job Zone(s).

If you answered "no" to these questions, you may want to look at the other Job Zone definitions to find one better suited to your situation.

Write the Job Zone(s) you picked in the space(s) below **and in the box on page 11**:

Your *Current* Job Zone: ___ (1, 2, 3, 4, or 5)

Your *Future* Job Zone: ___ (1, 2, 3, 4, or 5)

Exploring Careers Using Your Interests and Your Job Zone:

Now that you have picked your Job Zone, start exploring occupations in your Primary Interest Area that are included in your Job Zone. The steps listed below can help you find occupations in your Job Zone that link with your interests.

1. Look at your Primary Interest Area occupations.

The six occupational lists begin on page 11. Find the occupational list for your Primary Interest Area and look over the occupations that are listed there. Based on your answers to the Interest Profiler, these are examples of the occupations with the best chance of satisfying your interests.

2. Review the occupations in your Job Zone.

Review the occupations that are listed in your Job Zone under your Primary Interest Area. By choosing this Job Zone, you have indicated that these occupations would best use your current knowledge and skills or your future knowledge and skills. Do you see any occupations that you would like to find out more about? **Once you have selected occupations to explore, list them in the spaces provided on page 11.**

3. Find out more about the occupations.

When you have selected occupations to explore, you can use O*NET™ OnLine, the Occupational Information Network, to find out such information as:

- the types of activities that are performed in those occupations;
- the skills, abilities, education, training, and experience that are needed for them; and
- the wages and future employment outlook that are predicted for the occupations.

4. Check the Interest Profiler O*NET Occupations Master List.

To see more occupations in your Job Zone that link with your Primary Interest Area, ask your teacher or counselor for a copy of the Interest Profiler O*NET Occupations Master List.

5. Still want more? Check your Job Zone and other Interest Areas.

If you don't like the occupations in your Job Zone listed for your Primary Interest Area and you don't want to explore them, you have several choices:

- You can review the Job Zone definitions to make sure that you have chosen the Job Zone that best matches your current or future situation.
- If you are satisfied with your choice of Job Zone, you can find the occupational listing for your Secondary Interest Area and look at the occupations listed in your Job Zone for that Interest Area. Do any of those occupations appeal to you? If so, you can explore them in O*NET OnLine.
- If you aren't happy with any of the occupations in your second highest Interest Area, you can look at the occupations in your Job Zone for your third highest Interest Area.
- Also, you can look at the Interest Profiler O*NET Occupations Master List for more occupations.

6. Want to know about a particular occupation not on your list?

If you want to learn more about an occupation not on your list:

- **Look in the "Snapshot" section of O*NET OnLine for that specific occupation.** To access the Snapshot section, click on the "Snapshot" button after you enter O*NET OnLine.

- **How high is your score for the occupation's Interest Area?**
  - Is the score for that Interest Area close to your three highest scores, showing that it may be a good choice for you, or is it one of your lower scores?

- If that score is one of your three lowest Interest Area scores, the occupation may not be well suited with your interests. **You may want to think about why you picked this occupation to explore.**

- **What really interests you about this occupation?**
  - The money you could make?
  - The glamour of being in the occupation?
  - The excitement of the work?
  - The expectations of family or friends?

- If you think you like this occupation for reasons other than liking what the workers actually do on the job, you may want to **do more exploring** to be sure that the work will satisfy you.
  - Read about the occupation in other reference books or materials to learn more about what the work really involves.
  - Take one or more of the other Career Exploration Tools to see if the results show that your abilities and your work values support your interest in this occupation.
  - Talk to someone working in the occupation to find out what it is really like.

Not Really Sure You Agree with Your Results? *(Skip this section if you agree with your results. Go on to "Using Your Interests with Other Career Exploration Tools" on page 10.)*

Perhaps, after reviewing your results, you might think that they don't really describe your interests as you see them. You may think the descriptions of your highest Interest Areas don't really sound like you. Or, you might not have pictured yourself working in the occupations listed with your Interest Areas. Don't worry about it. Here are some things you can do that may give you results you are more comfortable with:

1. Check your scoring.

Read the scoring instructions again to make sure that you followed them correctly.

- In each of the color bands, did you count *only* the squares you marked "*Like*"? Did you count them correctly? If you aren't sure, it might be a good idea to count them again just to be certain.

- Did you count your "Likes" that were in the *blue* band first? Then, did you count the "Likes" in each of the other color bands separately, as you did in the blue band?
  - For each one of the color bands, check the numbers that you wrote in the boxes on the scoring flap.
  - Do those numbers match the number of "Likes" that you marked in that color band?

- Did you add up the box numbers on the scoring flap correctly? If you aren't sure, check your math again in each color band.

- Did you answer *all* the questions in the Interest Profiler? Did you skip any pages? You might check back just to make sure.

2. Check your answers.

If you find that you counted "Likes" correctly in each color band and that your math is correct, then look next at how you marked your answers.

- Did you understand the instructions under "How to Complete the Interest Profiler" on page 3? If you think you may have misunderstood the instructions, it might be a good idea to read over them again.

- Did you mark your answers the way you meant to? Do your answers show your real likes and dislikes? Do you want to change any of your answers?

- If you change any of your answers, be sure to score the Interest Profiler again so that you get accurate results.

3. Take another look at the occupations listed for your highest Interest Area.

Look again at the occupations listed for your highest Interest Area.

- Do *any* of them interest you?

- Are you familiar with all of the occupations listed there? Do you need more information about some of them?

- You can find out more about the occupations in the list by looking at O*NET OnLine. You may find that some of the occupations listed are not what you thought they were. They may fit your interests very well.

4. Use your other highest Interest Areas to explore careers.

If you still disagree with your highest Interest Area or areas, look at your next highest area.

- Read again the definition of your next highest Interest Area. Does it describe your interests better?

- Do the occupations listed for your next highest Interest Area appear to be more in line with your interests? Do you see any that you would want to explore further?

5. Check out the other Interest Areas.

If, after going through the steps listed above, you still have not found the Interest Area or areas that best describe you, look at the definitions of the other Interest Areas.

- Do any of them describe you better?

- Do the occupations listed under these areas seem interesting to you?

- You may want to use one or more of these Interest Areas to help you explore careers.

6. Talk to someone about your interest results.

Sometimes, talking with other people can help you understand your results better.

- For instance, a friend, teacher, counselor, minister, or family member may identify things that you like to do that you just forgot about or didn't think were important: things like sports you like to play, or hobbies you used to have, or subjects in school that you did really well in.

- The different point of view that another person can bring may help you understand why you got the interest results that you did.

7. Try your interest results out.

You might find that once you use your Interest Profiler results to explore careers, they really do make sense. Don't give up on your results too soon!

- Look at some occupations that are linked to your highest Interest Area(s) and see what they are really all about. You might be surprised to find occupations that interest you very much and that you may want to explore or pursue further!

- Do you know people who work in any of the occupations listed under your highest Interest Area? If you talk with them about what they do on their jobs, you may find that the occupations are just what you would like!

Using Your Interests with Other Career Exploration Tools

You can use this score report together with the score report for the Work Importance Locator to get a better idea of the kinds of careers you might find satisfying and rewarding. Also available from your teacher or counselor is the **O*NET Occupations Combined List: Interests and Work Values** that allows you to use the results from both instruments at the same time to find occupations that satisfy both your interests and your work values.

The O*NET Career Exploration Tools

As you explore your career options, you should know that other tools will be available to help you. The **Interest Profiler** is just one of five tools making up the **O*NET Career Exploration Tools**. The other tools are:

- The **Computerized Interest Profiler** — helps you find out what your work-related interests are. It is similar to the paper-and-pencil **Interest Profiler**, except that you answer and score the questions on a computer.
- The **Ability Profiler** — helps you find out what kinds of jobs you can learn to do well. It can help you recognize where your strengths are and where you might need more training or education.
- The **Work Importance Locator** — helps you decide what is important to you in a job. It can help you identify occupations that you may find satisfying.
- The **Work Importance Profiler** — a computer-based version of the **Work Importance Locator**, it helps you decide what is important to you in a job.

These tools give you three important pieces of information that are valuable to you when exploring careers:
(1) what is important to you in your world of work,
(2) what you can do well, and
(3) what you like to do.

You may use the tools separately or together. You can use them to identify occupations in the world of work that you may want to explore.

O*NET Occupations

On the following pages are some of the occupations that are linked with the six Interest Areas and the five Job Zones. They are organized first by Interest Area and then by Job Zone within Interest Area.

If you haven't already done so, copy your Primary and Secondary Interests from page 1 in the boxes below:

Your Primary Interest Area: ______

Your Secondary Interest Areas: _____ and _____

Also, copy your Job Zone(s) from page 6 in the box below:

Your *Current* Job Zone: _______ Your *Future* Job Zone: ______

To look at occupations linked with your Primary Interest Area, locate the section for your Primary Interest Area in the following pages and then find the occupational listing for your Job Zone under that section. For a longer list of occupations, refer to the **Interest Profiler O*NET Occupations Master List**. (See your teacher or counselor for the Master List.)

To look at occupations linked with your Secondary Interest Areas, locate the sections for your Secondary Interest Areas and then find the occupational listings for your Job Zone under each of those sections.

Write Below the O*NET Occupations You Have Picked to Explore:

	O*NET-SOC#	O*NET-SOC Title
1.	________	________________________
2.	________	________________________
3.	________	________________________
4.	________	________________________
5.	________	________________________
6.	________	________________________
7.	________	________________________
8.	________	________________________
9.	________	________________________
10.	________	________________________
11.	________	________________________
12.	________	________________________

REALISTIC

REALISTIC — JOB ZONE 1 *(Little or No Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
39-3091.00	Amusement and Recreation Attendants
51-3093.00	Food Cooking Machine Operators and Tenders
35-2021.00	Food Preparation Workers
45-4011.00	Forest and Conservation Workers
53-7062.03	Freight, Stock, and Material Movers, Hand
45-2092.02	General Farmworkers
47-3011.00	Helpers—Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters
49-9098.00	Helpers—Installation, Maintenance, and Repair Workers
37-3011.00	Landscaping and Groundskeeping Workers
51-6011.03	Laundry and Drycleaning Machine Operators and Tenders, Except Pressing
51-9123.00	Painting, Coating, and Decorating Workers
53-6021.00	Parking Lot Attendants
51-5023.09	Printing Press Machine Operators and Tenders
51-9061.05	Production Inspectors, Testers, Graders, Sorters, Samplers, Weighers
51-9198.01	Production Laborers
51-9141.00	Semiconductor Processors
51-6031.01	Sewing Machine Operators, Garment
43-5081.01	Stock Clerks, Sales Floor
53-3033.00	Truck Drivers, Light or Delivery Services
51-4121.01	Welders, Production

REALISTIC — JOB ZONE 2 *(Some Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
45-2091.00	Agricultural Equipment Operators
49-3023.02	Automotive Specialty Technicians
19-4021.00	Biological Technicians
47-2061.00	Construction Laborers
35-2011.00	Cooks, Fast Food
53-7032.01	Excavating and Loading Machine Operators
47-2073.01	Grader, Bulldozer, and Scraper Operators
47-3013.00	Helpers—Electricians
29-2012.00	Medical and Clinical Laboratory Technicians
31-9093.00	Medical Equipment Preparers
39-3021.00	Motion Picture Projectionists
33-2011.01	Municipal Fire Fighters
51-4011.01	Numerical Control Machine Tool Operators and Tenders, Metal and Plastic
37-2021.00	Pest Control Workers
51-9132.00	Photographic Processing Machine Operators
51-4072.01	Plastic Molding and Casting Machine Setters and Set- Up Operators
51-6041.00	Shoe and Leather Workers and Repairers
53-3032.02	Tractor-Trailer Truck Drivers
51-8031.00	Water and Liquid Waste Treatment Plant and System Operators
51-4121.02	Welders and Cutters

REALISTIC — JOB ZONE 3 *(Medium Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
49-3023.01	Automotive Master Mechanics
51-3011.01	Bakers, Bread and Pastry
39-5011.00	Barbers
19-4031.00	Chemical Technicians
17-3011.02	Civil Drafters
35-2014.00	Cooks, Restaurant
51-9081.00	Dental Laboratory Technicians
49-2094.00	Electrical and Electronics Repairers, Commercial and Industrial Equipment
47-2111.00	Electricians
11-9012.00	Farmers and Ranchers
45-1011.03	First-Line Supervisors and Manager/Supervisors - Animal Care Workers, Except Livestock
37-1012.02	First-Line Supervisors and Manager/Supervisors - Landscaping Workers
33-3031.00	Fish and Game Wardens
51-9061.01	Materials Inspectors
27-4013.00	Radio Operators
47-2221.00	Structural Iron and Steel Workers
29-2055.00	Surgical Technologists
53-7121.00	Tank Car, Truck, and Ship Loaders
51-6093.00	Upholsterers
31-9096.00	Veterinary Assistants and Laboratory Animal Caretakers

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** The occupation was assigned to the group based on its second highest interest area.

*** The occupation was assigned to the group based on its third highest interest area.

REALISTIC (CONTINUED)

REALISTIC — JOB ZONE 4 *(Considerable Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
45-2011.00	Agricultural Inspectors
53-2011.00	Airline Pilots, Copilots, and Flight Engineers
17-3011.01	Architectural Drafters
47-2031.01	Construction Carpenters
49-2011.02	Data Processing Equipment Repairers
43-9031.00	Desktop Publishers
49-9051.00	Electrical Power-Line Installers and Repairers
17-3023.01	Electronics Engineering Technicians
39-4011.00	Embalmers
19-1032.00	Foresters
51-9071.01	Jewelers
51-4041.00	Machinists
51-2041.01	Metal Fabricators, Structural Metal Products
33-1021.01	Municipal Fire Fighting and Prevention Supervisors
47-2141.00	Painters, Construction and Maintenance
51-9195.02	Precision Pattern and Die Casters, Nonferrous Metals
13-1041.05	Pressure Vessel Inspectors
29-2034.02	Radiologic Technicians
27-2012.05	Technical Directors/Managers
51-4121.03	Welder-Fitters

REALISTIC — JOB ZONE 5 *(Extensive Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
17-2021.00	Agricultural Engineers**
19-1011.00	Animal Scientists**
17-2041.00	Chemical Engineers**
51-5022.08	Dot Etchers
49-2095.00	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay
17-2071.00	Electrical Engineers**
51-5022.10	Electrotypers and Stereotypers
33-1021.02	Forest Fire Fighting and Prevention Supervisors
19-2042.01	Geologists**
51-5021.00	Job Printers
17-2121.02	Marine Architects
17-2121.01	Marine Engineers
17-2131.00	Materials Engineers**
19-1022.00	Microbiologists**
51-5023.02	Offset Lithographic Press Setters and Set-Up Operators
17-2171.00	Petroleum Engineers
53-5021.03	Pilots, Ship
51-5022.11	Plate Finishers
27-1013.04	Sculptors**
53-5031.00	Ship Engineers

Notes

** The occupation was assigned to the group based on its second highest interest area.

*** The occupation was assigned to the group based on its third highest interest area.

INVESTIGATIVE

INVESTIGATIVE — JOB ZONE 1 *(Little or No Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
45-2093.00	Farmworkers, Farm and Ranch Animals***
45-4011.00	Forest and Conservation Workers**

INVESTIGATIVE — JOB ZONE 2 *(Some Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
19-4011.01	Agricultural Technicians**
19-4021.00	Biological Technicians**
29-2041.00	Emergency Medical Technicians and Paramedics***
19-4011.02	Food Science Technicians**
33-2022.00	Forest Fire Inspectors and Prevention Specialists***
29-2012.00	Medical and Clinical Laboratory Technicians**
51-9082.00	Medical Appliance Technicians**

INVESTIGATIVE — JOB ZONE 3 *(Medium Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
45-2021.00	Animal Breeders**
29-2031.00	Cardiovascular Technologists and Technicians
19-4031.00	Chemical Technicians**
19-4061.01	City Planning Aides**
13-1072.00	Compensation, Benefits, and Job Analysis Specialists
15-1051.00	Computer Systems Analysts
51-9081.00	Dental Laboratory Technicians**
49-2094.00	Electrical and Electronics Repairers, Commercial and Industrial Equipment**
47-2111.00	Electricians**
13-1041.01	Environmental Compliance Inspectors
19-4091.00	Environmental Science and Protection Technicians, Including Health
33-3031.00	Fish and Game Wardens**
17-3026.00	Industrial Engineering Technicians
13-1031.02	Insurance Adjusters, Examiners, and Investigators**
49-9062.00	Medical Equipment Repairers**
19-4051.02	Nuclear Monitoring Technicians**
29-2091.00	Orthotists and Prosthetists**
29-1126.00	Respiratory Therapists
19-3041.00	Sociologists
31-9096.00	Veterinary Assistants and Laboratory Animal Caretakers**

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** The occupation was assigned to the group based on its second highest interest area.

*** The occupation was assigned to the group based on its third highest interest area.

INVESTIGATIVE (CONTINUED)

INVESTIGATIVE — JOB ZONE 4 *(Considerable Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*	*O*NET-SOC#*	*O*NET-SOC Title*
19-3091.02	Archeologists	17-2111.01	Industrial Safety and Health Engineers
17-2061.00	Computer Hardware Engineers	19-3021.00	Market Research Analysts
15-1021.00	Computer Programmers	15-3011.00	Mathematical Technicians
15-1032.00	Computer Software Engineers, Systems Software	19-1042.00	Medical Scientists, Except Epidemiologists
13-1041.06	Coroners	29-1051.00	Pharmacists
15-1061.00	Database Administrators	29-1071.00	Physician Assistants
29-1031.00	Dietitians and Nutritionists	19-1031.01	Soil Conservationists
33-2021.02	Fire Investigators	15-2041.00	Statisticians
19-1012.00	Food Scientists and Technologists	17-1022.00	Surveyors
19-4092.00	Forensic Science Technicians	19-3051.00	Urban and Regional Planners

INVESTIGATIVE — JOB ZONE 5 *(Extensive Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*	*O*NET-SOC#*	*O*NET-SOC Title*
17-2021.00	Agricultural Engineers	29-1062.00	Family and General Practitioners
25-1041.00	Agricultural Sciences Teachers, Postsecondary	13-2051.00	Financial Analysts
19-1011.00	Animal Scientists	19-2042.01	Geologists
25-4011.00	Archivists	15-2021.00	Mathematicians
19-1020.01	Biologists	11-9121.00	Natural Sciences Managers
25-1021.00	Computer Science Teachers, Postsecondary	19-2012.00	Physicists
29-1021.00	Dentists, General	17-2111.03	Product Safety Engineers
19-3011.00	Economists	29-1066.00	Psychiatrists
17-2071.00	Electrical Engineers	29-1067.00	Surgeons
19-2041.00	Environmental Scientists and Specialists, Including Health	29-1131.00	Veterinarians

Notes

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ARTISTIC

ARTISTIC — JOB ZONE 1 *(Little or No Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
39-9011.00	Child Care Workers**
51-9194.05	Etchers, Hand**
41-9012.00	Models

ARTISTIC — JOB ZONE 2 *(Some Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
39-6031.00	Flight Attendants***
27-1023.00	Floral Designers
39-5091.00	Makeup Artists, Theatrical and Performance
51-9131.03	Photographic Hand Developers**
27-3011.00	Radio and Television Announcers
27-2042.01	Singers
51-6041.00	Shoe and Leather Workers and Repairers**
39-6022.00	Travel Guides***
37-3013.00	Tree Trimmers and Pruners**

ARTISTIC — JOB ZONE 3 *(Medium Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
27-2011.00	Actors
27-3043.03	Caption Writers
51-9194.02	Engraver/Carvers**
51-9194.03	Etchers**
27-1022.00	Fashion Designers
27-3091.00	Interpreters and Translators
49-9063.01	Keyboard Instrument Repairers and Tuners**
27-1026.00	Merchandise Displayers and Window Trimmers
25-4013.00	Museum Technicians and Conservators
49-9063.04	Percussion Instrument Repairers and Tuners**
27-4021.02	Photographers, Scientific
51-9131.01	Photographic Retouchers and Restorers
27-4021.01	Professional Photographers
39-9032.00	Recreation Workers**
27-1013.02	Sketch Artists
19-3041.00	Sociologists**
27-4014.00	Sound Engineering Technicians**
51-9195.03	Stone Cutters and Carvers**
49-9063.02	Stringed Instrument Repairers and Tuners**
27-2012.04	Talent Directors

** The occupation was assigned to the group based on its second highest interest area.

*** The occupation was assigned to the group based on its third highest interest area.

ARTISTIC (CONTINUED)

ARTISTIC — JOB ZONE 4 *(Considerable Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
11-2011.00	Advertising and Promotions Managers
17-1011.00	Architects, Except Landscape and Naval
27-1011.00	Art Directors
27-3021.00	Broadcast News Analysts
27-4031.00	Camera Operators, Television, Video, and Motion Picture
27-1013.03	Cartoonists
27-1021.00	Commercial and Industrial Designers
39-3092.00	Costume Attendants
27-3043.02	Creative Writers
25-4012.00	Curators
27-2031.00	Dancers
27-3041.00	Editors
27-1027.02	Exhibit Designers
27-1024.00	Graphic Designers
27-1025.00	Interior Designers
25-4021.00	Librarians
27-1013.01	Painters and Illustrators
27-3043.01	Poets and Lyricists
27-2012.01	Producers
27-3022.00	Reporters and Correspondents

ARTISTIC — JOB ZONE 5 *(Extensive Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
25-1121.00	Art, Drama, and Music Teachers, Postsecondary
27-2032.00	Choreographers
21-2011.00	Clergy**
27-2041.03	Composers
19-3031.03	Counseling Psychologists***
21-2021.00	Directors, Religious Activities and Education***
25-1063.00	Economics Teachers, Postsecondary***
25-1123.00	English Language and Literature Teachers, Postsecondary
25-1124.00	Foreign Language and Literature Teachers, Postsecondary
25-1125.00	History Teachers, Postsecondary***
17-1012.00	Landscape Architects
27-2041.01	Music Directors
27-2042.02	Musicians, Instrumental
19-3094.00	Political Scientists**
29-1066.00	Psychiatrists**
25-1066.00	Psychology Teachers, Postsecondary***
27-1013.04	Sculptors
27-1027.01	Set Designers
25-1067.00	Sociology Teachers, Postsecondary***
27-3042.00	Technical Writers

Notes

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** The occupation was assigned to the group based on its second highest interest area.
*** The occupation was assigned to the group based on its third highest interest area.

SOCIAL

SOCIAL — JOB ZONE 1 *(Little or No Preparation Needed)*

O*NET-SOC#	O*NET-SOC Title
53-3011.00	Ambulance Drivers and Attendants, Except Emergency Medical Technicians
33-3011.00	Bailiffs
35-3011.00	Bartenders**
53-3021.00	Bus Drivers, Transit and Intercity**
39-9011.00	Child Care Workers
35-3022.00	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop
33-9091.00	Crossing Guards
41-9011.00	Demonstrators and Product Promoters**
35-3041.00	Food Servers, Nonrestaurant
39-4021.00	Funeral Attendants
31-1011.00	Home Health Aides
43-4111.00	Interviewers, Except Eligibility and Loan**
39-3093.00	Locker Room, Coatroom, and Dressing Room Attendants
39-5092.00	Manicurists and Pedicurists**
43-4171.00	Receptionists and Information Clerks***
33-9032.00	Security Guards
39-6021.00	Tour Guides and Escorts
39-6032.00	Transportation Attendants, Except Flight Attendants and Baggage Porters**
39-3031.00	Ushers, Lobby Attendants, and Ticket Takers
35-3031.00	Waiters and Waitresses

SOCIAL — JOB ZONE 2 *(Some Preparation Needed)*

O*NET-SOC#	O*NET-SOC Title
33-9011.00	Animal Control Workers
43-4061.01	Claims Takers, Unemployment Benefits**
29-2041.00	Emergency Medical Technicians and Paramedics
39-6031.00	Flight Attendants**
33-9092.00	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers**
31-1012.00	Nursing Aides, Orderlies, and Attendants
31-2012.00	Occupational Therapist Aides
31-2011.00	Occupational Therapist Assistants
39-9021.00	Personal and Home Care Aides
31-2022.00	Physical Therapist Aides
31-2021.00	Physical Therapist Assistants
43-5031.00	Police, Fire, and Ambulance Dispatchers
33-9021.00	Private Detectives and Investigators**
31-1013.00	Psychiatric Aides
27-3011.00	Radio and Television Announcers**
41-9022.00	Real Estate Sales Agents**
33-3051.03	Sheriffs and Deputy Sheriffs
21-1093.00	Social and Human Service Assistants
41-3041.00	Travel Agents**
43-4061.02	Welfare Eligibility Workers and Interviewers

SOCIAL — JOB ZONE 3 *(Medium Preparation Needed)*

O*NET-SOC#	O*NET-SOC Title
39-2011.00	Animal Trainers
31-9091.00	Dental Assistants
29-2021.00	Dental Hygienists
13-1071.01	Employment Interviewers, Private or Public Employment Service
39-9031.00	Fitness Trainers and Aerobics Instructors
35-9031.00	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop**
27-3091.00	Interpreters and Translators**
41-3021.00	Insurance Sales Agents**
29-2061.00	Licensed Practical and Licensed Vocational Nurses
31-9092.00	Medical Assistants
29-2091.00	Orthotists and Prosthetists
13-2052.00	Personal Financial Advisors
13-1071.02	Personnel Recruiters**
33-3051.01	Police Patrol Officers
21-1092.00	Probation Officers and Correctional Treatment Specialists
29-2053.00	Psychiatric Technicians
27-3012.00	Public Address System and Other Announcers
39-9032.00	Recreation Workers
39-9041.00	Residential Advisors
25-9041.00	Teacher Assistants

** The occupation was assigned to the group based on its second highest interest area.

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SOCIAL (CONTINUED)

SOCIAL — JOB ZONE 4 *(Considerable Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
29-2051.00	Dietetic Technicians
11-9032.00	Education Administrators, Elementary and Secondary School
21-1012.00	Educational, Vocational, and School Counselors
25-2021.00	Elementary School Teachers, Except Special Education
21-1022.00	Medical and Public Health Social Workers
21-1023.00	Mental Health and Substance Abuse Social Workers
25-2022.00	Middle School Teachers, Except Special and Vocational Education
19-1031.03	Park Naturalists
29-1123.00	Physical Therapists
29-1125.00	Recreational Therapists
29-1111.00	Registered Nurses
25-2031.00	Secondary School Teachers, Except Special and Vocational Education
25-3021.00	Self-Enrichment Education Teachers
11-9151.00	Social and Community Service Managers
25-2042.00	Special Education Teachers, Middle School
25-2041.00	Special Education Teachers, Preschool, Kindergarten, and Elementary School
25-2043.00	Special Education Teachers, Secondary School
29-1127.00	Speech-Language Pathologists
13-1073.00	Training and Development Specialists
25-2032.00	Vocational Education Teachers, Secondary School

SOCIAL — JOB ZONE 5 *(Extensive Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
25-1061.00	Anthropology and Archeology Teachers, Postsecondary
23-1022.00	Arbitrators, Mediators, and Conciliators**
25-1062.00	Area, Ethnic, and Cultural Studies Teachers, Postsecondary
29-9091.00	Athletic Trainers
21-2011.00	Clergy
19-3031.03	Counseling Psychologists
21-2021.00	Directors, Religious Activities and Education
25-1063.00	Economics Teachers, Postsecondary
25-1123.00	English Language and Literature Teachers, Postsecondary**
25-1191.00	Graduate Teaching Assistants
21-1091.00	Health Educators
25-1125.00	History Teachers, Postsecondary
25-9031.00	Instructional Coordinators
23-1023.00	Judges, Magistrate Judges, and Magistrates**
25-1022.00	Mathematical Science Teachers, Postsecondary**
25-1072.00	Nursing Instructors and Teachers, Postsecondary
29-9011.00	Occupational Health and Safety Specialists
25-1065.00	Political Science Teachers, Postsecondary
25-1066.00	Psychology Teachers, Postsecondary
25-1067.00	Sociology Teachers, Postsecondary

Notes

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ENTERPRISING

ENTERPRISING — JOB ZONE 1 *(Little or No Preparation Needed)*

O*NET-SOC#	O*NET-SOC Title
39-6011.00	Baggage Porters and Bellhops
33-3011.00	Bailiffs**
35-3011.00	Bartenders
41-2011.00	Cashiers**
35-2015.00	Cooks, Short Order**
43-4041.01	Credit Authorizers**
41-9011.00	Demonstrators and Product Promoters
41-9091.00	Door-To-Door Sales Workers, News and Street Vendors, and Related Workers
53-3031.00	Driver/Sales Workers
45-3011.00	Fishers and Related Fishing Workers**

O*NET-SOC#	O*NET-SOC Title
39-3093.00	Locker Room, Coatroom, and Dressing Room Attendants**
39-5092.00	Manicurists and Pedicurists
41-9012.00	Models**
43-4171.00	Receptionists and Information Clerks**
33-9032.00	Security Guards**
53-6031.00	Service Station Attendants**
41-9041.00	Telemarketers
39-6021.00	Tour Guides and Escorts**
39-6032.00	Transportation Attendants, Except Flight Attendants and Baggage Porters
35-3031.00	Waiters and Waitresses**

ENTERPRISING — JOB ZONE 2 *(Some Preparation Needed)*

O*NET-SOC#	O*NET-SOC Title
43-3011.00	Bill and Account Collectors**
39-6031.00	Flight Attendants
39-3012.00	Gaming and Sports Book Writers and Runners
39-3011.00	Gaming Dealers
43-4081.00	Hotel, Motel, and Resort Desk Clerks**
43-4161.00	Human Resources Assistants, Except Payroll and Timekeeping**
43-4131.00	Loan Interviewers and Clerks**
41-2022.00	Parts Salespersons
33-9021.00	Private Detectives and Investigators
43-5061.00	Production, Planning, and Expediting Clerks**
41-9022.00	Real Estate Sales Agents

O*NET-SOC#	O*NET-SOC Title
41-2031.00	Retail Salespersons
41-4011.01	Sales Representatives, Agricultural
41-4011.03	Sales Representatives, Electrical/Electronic
41-4011.04	Sales Representatives, Mechanical Equipment and Supplies
41-4012.00	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
13-2082.00	Tax Preparers**
33-3052.00	Transit and Railroad Police
41-3041.00	Travel Agents
39-6022.00	Travel Guides

ENTERPRISING — JOB ZONE 3 *(Medium Preparation Needed)*

O*NET-SOC#	O*NET-SOC Title
41-3011.00	Advertising Sales Agents
13-1011.00	Agents and Business Managers of Artists, Performers, and Athletes
27-2021.00	Athletes and Sports Competitors
45-1011.01	First-Line Supervisors and Manager/Supervisors - Agricultural Crop Workers
47-1011.02	First-Line Supervisors and Manager/Supervisors-Extractive Workers
43-1011.02	First-Line Supervisors, Administrative Support
43-1011.01	First-Line Supervisors, Customer Service
39-1021.00	First-Line Supervisors/Managers of Personal Service Workers
51-1011.00	First-Line Supervisors/Managers of Production and Operating Workers

O*NET-SOC#	O*NET-SOC Title
53-1031.00	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators
39-5012.00	Hairdressers, Hairstylists, and Cosmetologists
35-9031.00	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop
13-1031.02	Insurance Adjusters, Examiners, and Investigators
41-3021.00	Insurance Sales Agents
37-1011.02	Janitorial Supervisors
11-9081.00	Lodging Managers
13-1071.02	Personnel Recruiters
41-3031.02	Sales Agents, Financial Services
41-4011.02	Sales Representatives, Chemical and Pharmaceutical
41-4011.05	Sales Representatives, Medical

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ENTERPRISING (CONTINUED)

ENTERPRISING — JOB ZONE 4 *(Considerable Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
13-2021.02	Appraisers, Real Estate
35-1011.00	Chefs and Head Cooks
11-3031.02	Financial Managers, Branch or Department
47-1011.01	First-Line Supervisors and Manager/Supervisors-Construction Trades Workers
49-1011.00	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers
11-9051.00	Food Service Managers
11-1011.01	Government Service Executives
37-1011.01	Housekeeping Supervisors
11-3040.00	Human Resources Managers
17-2112.00	Industrial Engineers
13-2071.00	Loan Counselors
13-1111.00	Management Analysts
11-9111.00	Medical and Health Services Managers
29-2081.00	Opticians, Dispensing
23-2011.00	Paralegals and Legal Assistants
33-3021.01	Police Detectives
27-3031.00	Public Relations Specialists
41-3031.01	Sales Agents, Securities and Commodities
11-2022.00	Sales Managers
53-5021.01	Ship and Boat Captains

ENTERPRISING — JOB ZONE 5 *(Extensive Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
23-1021.00	Administrative Law Judges, Adjudicators, and Hearing Officers
23-1022.00	Arbitrators, Mediators, and Conciliators
27-2022.00	Coaches and Scouts
11-3021.00	Computer and Information Systems Managers
21-2021.00	Directors, Religious Activities and Education**
19-3011.00	Economists**
11-9033.00	Education Administrators, Postsecondary
11-9041.00	Engineering Managers
33-1021.02	Forest Fire Fighting and Prevention Supervisors**
19-3032.00	Industrial-Organizational Psychologists**
23-1023.00	Judges, Magistrate Judges, and Magistrates
23-1011.00	Lawyers
11-9121.00	Natural Sciences Managers**
29-9011.00	Occupational Health and Safety Specialists**
53-5021.03	Pilots, Ship**
11-1011.02	Private Sector Executives
27-2012.03	Program Directors
41-9031.00	Sales Engineers
53-5031.00	Ship Engineers**
11-3031.01	Treasurers, Controllers, and Chief Financial Officers

Notes

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CONVENTIONAL

CONVENTIONAL — JOB ZONE 1 *(Little or No Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
43-3021.03	Billing, Posting, and Calculating Machine Operators
41-2011.00	Cashiers
43-2021.02	Central Office Operators
41-2021.00	Counter and Rental Clerks
43-4041.02	Credit Checkers
43-2021.01	Directory Assistance Operators
43-9071.01	Duplicating Machine Operators
43-4071.00	File Clerks
43-4111.00	Interviewers, Except Eligibility and Loan
43-4121.00	Library Assistants, Clerical
43-9051.02	Mail Clerks, Except Mail Machine Operators and Postal Service

*O*NET-SOC#*	*O*NET-SOC Title*
43-5081.02	Marking Clerks
43-5041.00	Meter Readers, Utilities
43-9061.00	Office Clerks, General
33-3041.00	Parking Enforcement Workers
43-5052.00	Postal Service Mail Carriers
43-3061.00	Procurement Clerks
43-4171.00	Receptionists and Information Clerks
43-5071.00	Shipping, Receiving, and Traffic Clerks
43-2011.00	Switchboard Operators, Including Answering Service

CONVENTIONAL — JOB ZONE 2 *(Some Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
43-3011.00	Bill and Account Collectors
43-3031.00	Bookkeeping, Accounting, and Auditing Clerks
43-5011.00	Cargo and Freight Agents
43-4061.01	Claims Takers, Unemployment Benefits
43-4051.02	Customer Service Representatives, Utilities
33-2021.01	Fire Inspectors
53-6051.06	Freight Inspectors
43-4081.00	Hotel, Motel, and Resort Desk Clerks
43-9041.01	Insurance Claims Clerks
25-4031.00	Library Technicians
43-4031.02	Municipal Clerks

*O*NET-SOC#*	*O*NET-SOC Title*
43-3051.00	Payroll and Timekeeping Clerks
29-2052.00	Pharmacy Technicians
43-5051.00	Postal Service Clerks
43-4181.02	Reservation and Transportation Ticket Agents
43-6014.00	Secretaries, Except Legal, Medical, and Executive
43-5081.03	Stock Clerks- Stockroom, Warehouse, or Storage Yard
13-2082.00	Tax Preparers
43-3071.00	Tellers
23-2093.01	Title Searchers

CONVENTIONAL — JOB ZONE 3 *(Medium Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
49-2011.01	Automatic Teller Machine Servicers**
19-4061.01	City Planning Aides
43-9011.00	Computer Operators
47-4011.00	Construction and Building Inspectors
43-4031.01	Court Clerks
51-9061.04	Electrical and Electronic Inspectors and Testers**
41-1012.00	First- Line Supervisors/Managers of Non-Retail Sales Workers**
53-1021.00	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand**
11-9071.00	Gaming Managers**
39-1011.00	Gaming Supervisors**

*O*NET-SOC#*	*O*NET-SOC Title*
33-3021.05	Immigration and Customs Inspectors
43-6012.00	Legal Secretaries
13-1041.02	Licensing Examiners and Inspectors
17-3031.02	Mapping Technicians
51-9061.01	Materials Inspectors**
29-2071.00	Medical Records and Health Information Technicians
43-6013.00	Medical Secretaries
33-3021.02	Police Identification and Records Officers
23-2093.02	Title Examiners and Abstractors
13-1022.00	Wholesale and Retail Buyers, Except Farm Products**

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CONVENTIONAL (CONTINUED)

CONVENTIONAL — JOB ZONE 4 *(Considerable Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*	*O*NET-SOC#*	*O*NET-SOC Title*
13-2011.01	Accountants	13-1051.00	Cost Estimators
11-3011.00	Administrative Services Managers**	13-2041.00	Credit Analysts
53-2021.00	Air Traffic Controllers	17-3012.02	Electrical Drafters
13-2021.01	Assessors	43-6011.00	Executive Secretaries and Administrative Assistants
27-4011.00	Audio and Video Equipment Technicians	11-3051.00	Industrial Production Managers**
25-9011.00	Audio-Visual Collections Specialists	13-1032.00	Insurance Appraisers, Auto Damage
13-2011.02	Auditors	13-2053.00	Insurance Underwriters
13-2031.00	Budget Analysts	29-1051.00	Pharmacists**
17-1021.00	Cartographers and Photogrammetrists	15-2041.00	Statisticians**
13-1031.01	Claims Examiners, Property and Casualty Insurance	13-2081.00	Tax Examiners, Collectors, and Revenue Agents

CONVENTIONAL — JOB ZONE 5 *(Extensive Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*	*O*NET-SOC#*	*O*NET-SOC Title*
15-2011.00	Actuaries	53-6051.03	Marine Cargo Inspectors
25-4011.00	Archivists**	25-1022.00	Mathematical Science Teachers, Postsecondary***
19-2011.00	Astronomers***	15-2021.00	Mathematicians**
11-3021.00	Computer and Information Systems Managers**	51-5023.02	Offset Lithographic Press Setters and Set-Up Operators**
25-1021.00	Computer Science Teachers, Postsecondary**	19-2012.00	Physicists***
51-5022.08	Dot Etchers**	51-5022.11	Plate Finishers**
19-3011.00	Economists***	11-1011.02	Private Sector Executives**
51-5022.10	Electrotypers and Stereotypers**	53-5031.00	Ship Engineers***
13-2051.00	Financial Analysts**	11-3031.01	Treasurers, Controllers, and Chief Financial Officers**
51-5021.00	Job Printers**		
23-1011.00	Lawyers**		

Notes

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Notes

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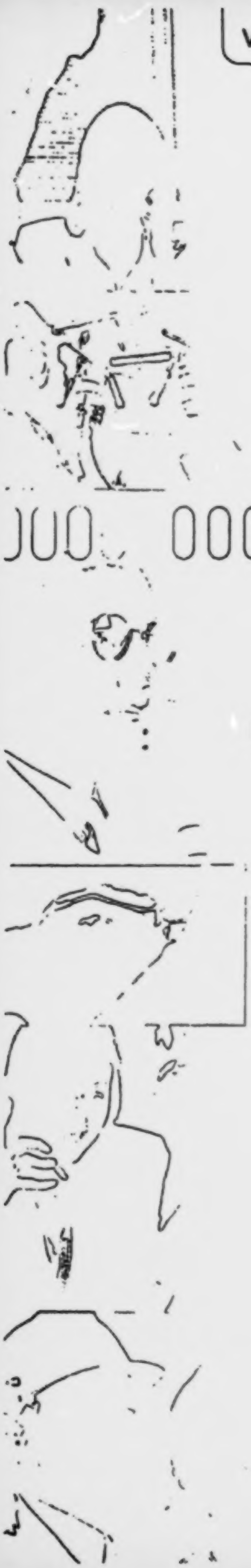
Version 3.0

CE

o*net™

interest profiler



O*NET™ Occupations Master List

U.S. Department of Labor, Employment and Training Administration

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America's Career Kit

America's Job Bank
www.ajb.org

America's Learning eXchange
www.alx.org

America's Career InfoNet
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America's Service Locator
www.servicelocator.org

O*NET OnLine
http://online.onetcenter.org

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Interest Profiler

O*NET™ Occupations Master List, v. 3.0

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To help you explore careers, occupations have been listed for each Interest Area/Job Zone category. Occupations have been assigned to the groups based on their Primary Interest Area. Where groups contained fewer than 20 occupations, other occupations were added based on their second or third highest interest area. Data are not currently available for 74 O*NET-SOC occupations. These occupations do not appear in this list.

Special Notice: Proper Use of Interest Profiler Results

> ***Interest Profiler** results **should be used** for career exploration and vocational counseling purposes only. Results are designed to assist clients in identifying their interests and using them to identify occupations that may satisfy their interests.*
>
> ***Interest Profiler** results **should not be used** for employment or hiring decisions. Employers, educational programs or other job related programs should not use **Interest Profiler** results in applicant screening for jobs or training programs. The relationship between results on the **Interest Profiler** and success in particular jobs or training programs has not been determined.*

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REALISTIC

REALISTIC — JOB ZONE 1 *(Little or No Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
39-3091.00	Amusement and Recreation Attendants
51-5011.02	Bindery Machine Operators and Tenders
53-3021.00	Bus Drivers, Transit and Intercity
51-9191.00	Cementing and Gluing Machine Operators and Tenders
53-7061.00	Cleaners of Vehicles and Equipment
51-9192.00	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders
51-9121.02	Coating, Painting, and Spraying Machine Operators and Tenders
35-3021.00	Combined Food Preparation and Serving Workers, Including Fast Food
53-7011.00	Conveyor Operators and Tenders
35-2015.00	Cooks, Short Order
51-9193.00	Cooling and Freezing Equipment Operators and Tenders
43-5021.00	Couriers and Messengers
51-9021.00	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders
51-9031.00	Cutters and Trimmers, Hand
51-9032.04	Cutting and Slicing Machine Operators and Tenders
35-9011.00	Dining Room and Cafeteria Attendants and Bartender Helpers
35-9021.00	Dishwashers
51-9194.05	Etchers, Hand
51-6091.01	Extruding and Forming Machine Operators and Tenders, Synthetic or Glass Fibers
51-9041.02	Extruding, Forming, Pressing, and Compacting Machine Operators and Tenders
49-9093.00	Fabric Menders, Except Garment
45-4021.00	Fallers
45-2093.00	Farmworkers, Farm and Ranch Animals
45-3011.00	Fishers and Related Fishing Workers
51-3091.00	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders
51-3093.00	Food Cooking Machine Operators and Tenders
35-2021.00	Food Preparation Workers
45-4011.00	Forest and Conservation Workers
53-7062.03	Freight, Stock, and Material Movers, Hand
51-9051.00	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders
45-2092.02	General Farmworkers
51-9032.03	Glass Cutting Machine Setters and Set-Up Operators
45-2041.00	Graders and Sorters, Agricultural Products
51-9022.00	Grinding and Polishing Workers, Hand
47-3011.00	Helpers—Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters
47-3012.00	Helpers—Carpenters
47-5081.00	Helpers—Extraction Workers
49-9098.00	Helpers—Installation, Maintenance, and Repair Workers
47-3014.00	Helpers—Painters, Paperhangers, Plasterers, and Stucco Masons
47-4051.00	Highway Maintenance Workers
53-7041.00	Hoist and Winch Operators
53-7051.00	Industrial Truck and Tractor Operators
37-2011.00	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
37-3011.00	Landscaping and Groundskeeping Workers
51-6011.03	Laundry and Drycleaning Machine Operators and Tenders, Except Pressing
53-7063.00	Machine Feeders and Offbearers
37-2012.00	Maids and Housekeeping Cleaners
43-9051.01	Mail Machine Operators, Preparation and Handling
49-9043.00	Maintenance Workers, Machinery
51-5023.05	Marking and Identification Printing Machine Setters and Set-Up Operators
51-3022.00	Meat, Poultry, and Fish Cutters and Trimmers
51-4072.04	Metal Molding, Coremaking, and Casting Machine Operators and Tenders
51-9023.00	Mixing and Blending Machine Setters, Operators, and Tenders
51-4193.04	Nonelectrolytic Plating and Coating Machine Operators and Tenders, Metal and Plastic
39-2021.00	Nonfarm Animal Caretakers
45-2092.01	Nursery Workers
51-9111.00	Packaging and Filling Machine Operators and Tenders
53-7064.00	Packers and Packagers, Hand
51-9123.00	Painting, Coating, and Decorating Workers
51-9194.04	Pantograph Engravers
53-6021.00	Parking Lot Attendants
51-4072.02	Plastic Molding and Casting Machine Operators and Tenders
51-4052.00	Pourers and Casters, Metal
51-6021.03	Pressers, Hand
51-6021.02	Pressing Machine Operators and Tenders- Textile, Garment, and Related Materials
51-5023.09	Printing Press Machine Operators and Tenders
51-9198.02	Production Helpers
51-9061.05	Production Inspectors, Testers, Graders, Sorters, Samplers, Weighers
51-9198.01	Production Laborers
53-4021.02	Railroad Yard Workers
47-4061.00	Rail-Track Laying and Maintenance Equipment Operators
49-9045.00	Refractory Materials Repairers, Except Brickmasons
53-7081.00	Refuse and Recyclable Material Collectors
51-9141.00	Semiconductor Processors
51-9012.00	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders
53-6031.00	Service Station Attendants
51-6051.00	Sewers, Hand
51-6031.01	Sewing Machine Operators, Garment
51-6031.02	Sewing Machine Operators, Non-Garment
51-6042.00	Shoe Machine Operators and Tenders
51-4121.04	Solderers
51-4122.04	Soldering and Brazing Machine Operators and Tenders
51-6011.01	Spotters, Dry Cleaning
53-7062.01	Stevedores, Except Equipment Operators
43-5081.01	Stock Clerks, Sales Floor
53-3041.00	Taxi Drivers and Chauffeurs

** The occupation was assigned to the group based on its second highest interest area.

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REALISTIC (CONTINUED)

REALISTIC — JOB ZONE 1 *(continued)*

*O*NET-SOC#*	*O*NET-SOC Title*
51-6061.00	Textile Bleaching and Dyeing Machine Operators and Tenders
51-9197.00	Tire Builders
49-3093.00	Tire Repairers and Changers
53-3032.01	Truck Drivers, Heavy
53-3033.00	Truck Drivers, Light or Delivery Services
51-4121.01	Welders, Production
51-7042.02	Woodworking Machine Operators and Tenders, Except Sawing

REALISTIC — JOB ZONE 2 *(Some Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
53-5011.01	Able Seamen
45-2091.00	Agricultural Equipment Operators
19-4011.01	Agricultural Technicians
49-3022.00	Automotive Glass Installers and Repairers
49-3023.02	Automotive Specialty Technicians
51-8013.02	Auxiliary Equipment Operators, Power
49-2092.03	Battery Repairers
49-3091.00	Bicycle Repairers
51-5011.01	Bindery Machine Setters and Set-Up Operators
19-4021.00	Biological Technicians
51-8021.01	Boiler Operators and Tenders, Low Pressure
47-2031.06	Brattice Builders
51-4121.05	Brazers
53-6011.00	Bridge and Lock Tenders
51-4033.02	Buffing and Polishing Set-Up Operators
53-3022.00	Bus Drivers, School
47-2031.03	Carpenter Assemblers and Repairers
51-9011.01	Chemical Equipment Controllers and Operators
51-9011.02	Chemical Equipment Tenders
51-8091.00	Chemical Plant and System Operators
51-9121.01	Coating, Painting, and Spraying Machine Setters and Set-Up Operators
51-2021.00	Coil Winders, Tapers, and Finishers
49-9091.00	Coin, Vending, and Amusement Machine Servicers and Repairers
51-4081.02	Combination Machine Tool Operators and Tenders, Metal and Plastic
49-9092.00	Commercial Divers
47-5021.01	Construction Drillers
47-2061.00	Construction Laborers
47-5041.00	Continuous Mining Machine Operators
35-2011.00	Cooks, Fast Food
35-2012.00	Cooks, Institution and Cafeteria
33-3012.00	Correctional Officers and Jailers
53-7021.00	Crane and Tower Operators
47-5011.00	Derrick Operators, Oil and Gas
53-7032.02	Dragline Operators
53-7031.00	Dredge Operators
51-4032.00	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic
47-2081.02	Drywall Installers
49-2092.05	Electrical Parts Reconditioners
51-4193.02	Electrolytic Plating and Coating Machine Operators and Tenders, Metal and Plastic
53-7032.01	Excavating and Loading Machine Operators
47-5031.00	Explosives Workers, Ordnance Handling Experts, and Blasters
51-4021.00	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic
51-9041.01	Extruding, Forming, Pressing, and Compacting Machine Setters and Set-Up Operators
51-6092.00	Fabric and Apparel Patternmakers
47-4031.00	Fence Erectors
51-9032.01	Fiber Product Cutting Machine Setters and Set-Up Operators
47-2043.00	Floor Sanders and Finishers
19-4011.02	Food Science Technicians
33-2011.02	Forest Fire Fighters
33-2022.00	Forest Fire Inspectors and Prevention Specialists
51-4022.00	Forging Machine Setters, Operators, and Tenders, Metal and Plastic
51-4071.00	Foundry Mold and Coremakers
49-2022.02	Frame Wirers, Central Office
51-7021.00	Furniture Finishers
51-8092.01	Gas Processing Plant Operators
53-7071.01	Gas Pumping Station Operators
51-9071.06	Gem and Diamond Workers
47-2073.01	Grader, Bulldozer, and Scraper Operators
53-7062.02	Grips and Set-Up Workers, Motion Picture Sets, Studios, and Stages
49-2092.06	Hand and Portable Power Tool Repairers
51-4191.02	Heat Treating, Annealing, and Tempering Machine Operators and Tenders, Metal and Plastic
51-4191.03	Heaters, Metal and Plastic
47-3013.00	Helpers—Electricians
47-3015.00	Helpers—Pipelayers, Plumbers, Pipefitters, and Steamfitters
45-3021.00	Hunters and Trappers
47-4041.01	Irradiated-Fuel Handlers
33-9092.00	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers
53-7033.00	Loading Machine Operators, Underground Mining
45-4023.00	Log Graders and Scalers
45-4022.01	Logging Tractor Operators
49-9095.00	Manufactured Building and Mobile Home Installers
29-2012.00	Medical and Clinical Laboratory Technicians
51-9082.00	Medical Appliance Technicians

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REALISTIC (CONTINUED)

REALISTIC — JOB ZONE 2 *(continued)*

*O*NET-SOC#*	*O*NET-SOC Title*
31-9093.00	Medical Equipment Preparers
51-4072.03	Metal Molding, Coremaking, and Casting Machine Setters and Set-Up Operators
51-4051.00	Metal-Refining Furnace Operators and Tenders
49-9012.03	Meter Mechanics
47-5042.00	Mine Cutting and Channeling Machine Operators
51-9195.06	Mold Makers, Hand
51-9195.07	Molding and Casting Workers
39-3021.00	Motion Picture Projectionists
53-6051.05	Motor Vehicle Inspectors
53-5022.00	Motorboat Operators
49-3052.00	Motorcycle Mechanics
33-2011.01	Municipal Fire Fighters
51-4011.01	Numerical Control Machine Tool Operators and Tenders, Metal and Plastic
53-5011.02	Ordinary Seamen and Marine Oilers
51-9122.00	Painters, Transportation Equipment
51-9196.00	Paper Goods Machine Setters, Operators, and Tenders
47-2142.00	Paperhangers
47-2071.00	Paving, Surfacing, and Tamping Equipment Operators
37-2021.00	Pest Control Workers
37-3012.00	Pesticide Handlers, Sprayers, and Applicators, Vegetation
51-5022.13	Photoengraving and Lithographing Machine Operators and Tenders
51-9131.03	Photographic Hand Developers
51-9132.00	Photographic Processing Machine Operators
47-2072.00	Pile-Driver Operators
47-2151.00	Pipelayers
47-2152.03	Pipelaying Fitters
51-4072.01	Plastic Molding and Casting Machine Setters and Set-Up Operators
51-5023.01	Precision Printing Workers
51-4031.03	Press and Press Brake Machine Setters and Set-Up Operators, Metal and Plastic
51-6021.01	Pressers, Delicate Fabrics
53-7072.00	Pump Operators, Except Wellhead Pumpers

*O*NET-SOC#*	*O*NET-SOC Title*
51-4031.02	Punching Machine Setters and Set-Up Operators, Metal and Plastic
53-4013.00	Rail Yard Engineers, Dinkey Operators, and Hostlers
53-6051.04	Railroad Inspectors
49-3092.00	Recreational Vehicle Service Technicians
47-5051.00	Rock Splitters, Quarry
51-4023.00	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic
47-5061.00	Roof Bolters, Mining
47-5071.00	Roustabouts, Oil and Gas
51-7041.02	Sawing Machine Operators and Tenders
51-7041.01	Sawing Machine Setters and Set-Up Operators
51-4031.01	Sawing Machine Tool Setters and Set-Up Operators, Metal and Plastic
47-4071.00	Septic Tank Servicers and Sewer Pipe Cleaners
51-4031.04	Shear and Slitter Machine Setters and Set-Up Operators, Metal and Plastic
51-6041.00	Shoe and Leather Workers and Repairers
53-7111.00	Shuttle Car Operators
51-3023.00	Slaughterers and Meat Packers
51-4122.03	Soldering and Brazing Machine Setters and Set-Up Operators
51-9032.02	Stone Sawyers
53-4041.00	Subway and Streetcar Operators
47-2082.00	Tapers
47-2044.00	Tile and Marble Setters
51-2093.00	Timing Device Assemblers, Adjusters, and Calibrators
53-3032.02	Tractor-Trailer Truck Drivers
53-4021.01	Train Crew Members
37-3013.00	Tree Trimmers and Pruners
51-5022.12	Typesetting and Composing Machine Operators and Tenders
51-8031.00	Water and Liquid Waste Treatment Plant and System Operators
51-4121.02	Welders and Cutters
51-4122.02	Welding Machine Operators and Tenders
51-7042.01	Woodworking Machine Setters and Set-Up Operators, Except Sawing

REALISTIC — JOB ZONE 3 *(Medium Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
49-3011.03	Aircraft Body and Bonded Structure Repairers
51-2011.03	Aircraft Rigging Assemblers
51-2011.01	Aircraft Structure Assemblers, Precision
51-2011.02	Aircraft Systems Assemblers, Precision
45-2021.00	Animal Breeders
49-2011.01	Automatic Teller Machine Servicers
49-3021.00	Automotive Body and Related Repairers
49-3023.01	Automotive Master Mechanics
51-3011.01	Bakers, Bread and Pastry
51-3011.02	Bakers, Manufacturing

*O*NET-SOC#*	*O*NET-SOC Title*
39-5011.00	Barbers
51-9071.04	Bench Workers, Jewelry
47-2021.00	Brickmasons and Blockmasons
49-3031.00	Bus and Truck Mechanics and Diesel Engine Specialists
51-3021.00	Butchers and Meat Cutters
51-7011.00	Cabinetmakers and Bench Carpenters
51-4072.05	Casting Machine Set-Up Operators
47-2051.00	Cement Masons and Concrete Finishers
19-4031.00	Chemical Technicians

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REALISTIC (CONTINUED)

REALISTIC — JOB ZONE 3 *(continued)*

*O*NET-SOC#*	*O*NET-SOC Title*
17-3011.02	Civil Drafters
51-4081.01	Combination Machine Tool Setters and Set-Up Operators, Metal and Plastic
49-2022.03	Communication Equipment Mechanics, Installers, and Repairers
35-2014.00	Cooks, Restaurant
51-9081.00	Dental Laboratory Technicians
51-5023.04	Design Printing Machine Setters and Set-Up Operators
49-2092.01	Electric Home Appliance and Power Tool Repairers
49-9012.01	Electric Meter Installers and Repairers
49-2092.02	Electric Motor and Switch Assemblers and Repairers
51-2022.00	Electrical and Electronic Equipment Assemblers
51-9061.04	Electrical and Electronic Inspectors and Testers
49-2093.00	Electrical and Electronics Installers and Repairers, Transportation Equipment
49-2094.00	Electrical and Electronics Repairers, Commercial and Industrial Equipment
47-2111.00	Electricians
51-4193.01	Electrolytic Plating and Coating Machine Setters and Set-Up Operators, Metal and Plastic
51-2023.00	Electromechanical Equipment Assemblers
17-3012.01	Electronic Drafters
49-2096.00	Electronic Equipment Installers and Repairers, Motor Vehicles
49-2097.00	Electronic Home Entertainment Equipment Installers and Repairers
51-5023.07	Embossing Machine Set-Up Operators
51-2031.00	Engine and Other Machine Assemblers
51-9194.06	Engravers, Hand
51-9194.02	Engravers/Carvers
51-9194.03	Etchers
49-3041.00	Farm Equipment Mechanics
11-9012.00	Farmers and Ranchers
45-1011.03	First-Line Supervisors and Manager/Supervisors - Animal Care Workers, Except Livestock
45-1011.06	First-Line Supervisors and Manager/Supervisors - Fishery Workers
45-1011.04	First-Line Supervisors and Manager/Supervisors - Horticultural Workers
37-1012.02	First-Line Supervisors and Manager/Supervisors - Landscaping Workers
33-3031.00	Fish and Game Wardens
47-2042.00	Floor Layers, Except Carpet, Wood, and Hard Tiles
51-3092.00	Food Batchmakers
51-8092.02	Gas Distribution Plant Operators
51-8093.03	Gaugers
19-4041.01	Geological Data Technicians
19-4041.02	Geological Sample Test Technicians
47-2121.00	Glaziers
51-4033.01	Grinding, Honing, Lapping, and Deburring Machine Set-Up Operators
51-4191.01	Heating Equipment Setters and Set-Up Operators, Metal and Plastic
33-3051.02	Highway Patrol Pilots
49-9031.01	Home Appliance Installers
49-9041.00	Industrial Machinery Mechanics

*O*NET-SOC#*	*O*NET-SOC Title*
47-2131.00	Insulation Workers, Floor, Ceiling, and Wall
47-2132.00	Insulation Workers, Mechanical
49-9063.01	Keyboard Instrument Repairers and Tuners
51-4034.00	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic
51-4192.00	Lay-Out Workers, Metal and Plastic
51-5023.03	Letterpress Setters and Set-Up Operators
49-9094.00	Locksmiths and Safe Repairers
53-4012.00	Locomotive Firers
49-9042.00	Maintenance and Repair Workers, General
51-9061.01	Materials Inspectors
53-5021.02	Mates- Ship, Boat, and Barge
49-9011.00	Mechanical Door Repairers
49-9062.00	Medical Equipment Repairers
51-4035.00	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic
51-9071.03	Model and Mold Makers, Jewelry
49-3051.00	Motorboat Mechanics
51-4193.03	Nonelectrolytic Plating and Coating Machine Setters and Set-Up Operators, Metal and Plastic
19-4051.01	Nuclear Equipment Operation Technicians
19-4051.02	Nuclear Monitoring Technicians
51-4012.00	Numerical Tool and Process Control Programmers
49-2011.03	Office Machine and Cash Register Servicers
47-2073.02	Operating Engineers
49-3053.00	Outdoor Power Equipment and Other Small Engine Mechanics
49-9063.04	Percussion Instrument Repairers and Tuners
51-8093.01	Petroleum Pump System Operators
51-9131.02	Photographic Reproduction Technicians
51-5022.07	Platemakers
47-2152.02	Plumbers
51-9061.03	Precision Devices Inspectors and Testers
51-6011.02	Precision Dyers
51-9194.01	Precision Etchers and Engravers, Hand or Machine
51-9083.01	Precision Lens Grinders and Polishers
51-9195.01	Precision Mold and Pattern Casters, except Nonferrous Metals
49-2021.00	Radio Mechanics
27-4013.00	Radio Operators
49-3043.00	Rail Car Repairers
47-2171.00	Reinforcing Iron and Rebar Workers
49-9096.00	Riggers
47-2181.00	Roofers
47-5012.00	Rotary Drill Operators, Oil and Gas
47-2031.02	Rough Carpenters
51-5023.06	Screen Printing Machine Setters and Set-Up Operators
47-2211.00	Sheet Metal Workers
47-2031.04	Ship Carpenters and Joiners
51-6052.01	Shop and Alteration Tailors
51-9071.02	Silversmiths
27-4014.00	Sound Engineering Technicians
51-8021.02	Stationary Engineers
51-9195.03	Stone Cutters and Carvers
49-9063.02	Stringed Instrument Repairers and Tuners
47-2221.00	Structural Iron and Steel Workers

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REALISTIC (CONTINUED)

REALISTIC — JOB ZONE 3 *(continued)*

*O*NET-SOC#*	*O*NET-SOC Title*
29-2055.00	Surgical Technologists
53-7121.00	Tank Car, Truck, and Ship Loaders
49-2022.04	Telecommunications Facility Examiners
49-9052.00	Telecommunications Line Installers and Repairers
47-2053.00	Terrazzo Workers and Finishers
51-6062.00	Textile Cutting Machine Setters, Operators, and Tenders
51-6063.00	Textile Knitting and Weaving Machine Setters, Operators, and Tenders
51-6064.00	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders
51-4194.00	Tool Grinders, Filers, and Sharpeners
51-6093.00	Upholsterers
49-9012.02	Valve and Regulator Repairers
31-9096.00	Veterinary Assistants and Laboratory Animal Caretakers
49-9064.00	Watch Repairers
51-4122.01	Welding Machine Setters and Set-Up Operators
47-5021.02	Well and Core Drill Operators

REALISTIC — JOB ZONE 4 *(Considerable Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
45-2011.00	Agricultural Inspectors
49-3011.02	Aircraft Engine Specialists
49-3011.01	Airframe-and-Power-Plant Mechanics
53-2011.00	Airline Pilots, Copilots, and Flight Engineers
17-3011.01	Architectural Drafters
53-6051.01	Aviation Inspectors
49-2091.00	Avionics Technicians
47-2031.05	Boat Builders and Shipwrights
47-2011.00	Boilermakers
51-5012.00	Bookbinders
27-4012.00	Broadcast Technicians
17-3023.02	Calibration and Instrumentation Technicians
49-9061.00	Camera and Photographic Equipment Repairers
51-5022.04	Camera Operators
47-2041.00	Carpet Installers
47-2081.01	Ceiling Tile Installers
49-2022.01	Central Office and PBX Installers and Repairers
17-3022.00	Civil Engineering Technicians
17-2051.00	Civil Engineers
53-2012.00	Commercial Pilots
47-2031.01	Construction Carpenters
51-6052.02	Custom Tailors
49-2011.02	Data Processing Equipment Repairers
43-9031.00	Desktop Publishers
17-3023.03	Electrical Engineering Technicians
49-9051.00	Electrical Power-Line Installers and Repairers
17-3024.00	Electro-Mechanical Technicians
51-5022.09	Electronic Masking System Operators
17-3023.01	Electronics Engineering Technicians
47-4021.00	Elevator Installers and Repairers
39-4011.00	Embalmers
51-5023.08	Engraver Set-Up Operators
51-9131.04	Film Laboratory Technicians
45-1011.05	First-Line Supervisors and Manager/Supervisors - Logging Workers
51-2041.02	Fitters, Structural Metal- Precision
19-1032.00	Foresters
49-9031.02	Gas Appliance Repairers
53-7071.02	Gas Compressor Operators
51-9195.04	Glass Blowers, Molders, Benders, and Finishers
51-5022.01	Hand Compositors and Typesetters
49-9021.01	Heating and Air Conditioning Mechanics
51-9071.01	Jewelers
53-4011.00	Locomotive Engineers
51-4041.00	Machinists
17-3013.00	Mechanical Drafters
17-3027.00	Mechanical Engineering Technicians
17-2141.00	Mechanical Engineers
51-9061.02	Mechanical Inspectors
51-2041.01	Metal Fabricators, Structural Metal Products
49-9044.00	Millwrights
49-3042.00	Mobile Heavy Equipment Mechanics, Except Engines
51-4061.00	Model Makers, Metal and Plastic
51-7031.00	Model Makers, Wood
33-1021.01	Municipal Fire Fighting and Prevention Supervisors
51-8011.00	Nuclear Power Reactor Operators
51-9083.02	Optical Instrument Assemblers
47-2141.00	Painters, Construction and Maintenance
51-5022.02	Paste-Up Workers
51-4062.00	Patternmakers, Metal and Plastic
51-7032.00	Patternmakers, Wood
51-8093.02	Petroleum Refinery and Control Panel Operators
51-9071.05	Pewter Casters and Finishers
51-5022.03	Photoengravers
47-2152.01	Pipe Fitters
47-2161.00	Plasterers and Stucco Masons
51-9195.05	Potters
51-8012.00	Power Distributors and Dispatchers
51-8013.01	Power Generating Plant Operators, Except Auxiliary Equipment Operators
51-9195.02	Precision Pattern and Die Casters, Nonferrous Metals
13-1041.05	Pressure Vessel Inspectors
29-2034.02	Radiologic Technicians
29-2034.01	Radiologic Technologists
53-4031.00	Railroad Conductors and Yardmasters
49-9063.03	Reed or Wind Instrument Repairers and Tuners

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REALISTIC (CONTINUED)

REALISTIC — JOB ZONE 4 *(Continued)*

*O*NET-SOC#*	*O*NET-SOC Title*
49-9021.02	Refrigeration Mechanics
51-5022.05	Scanner Operators
47-5013.00	Service Unit Operators, Oil, Gas, and Mining
49-9097.00	Signal and Track Switch Repairers
49-2022.05	Station Installers and Repairers, Telephone
47-2022.00	Stonemasons
51-5022.06	Strippers
17-3031.01	Surveying Technicians
27-2012.05	Technical Directors/Managers
51-4111.00	Tool and Die Makers
53-6041.00	Traffic Technicians
49-2092.04	Transformer Repairers
51-4121.03	Welder-Fitters
53-7073.00	Wellhead Pumpers

REALISTIC — JOB ZONE 5 *(Extensive Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
17-2011.00	Aerospace Engineers**
17-2021.00	Agricultural Engineers**
19-1011.00	Animal Scientists**
17-2041.00	Chemical Engineers**
51-5022.08	Dot Etchers
49-2095.00	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay
17-2071.00	Electrical Engineers**
17-2072.00	Electronics Engineers, Except Computer**
51-5022.10	Electrotypers and Stereotypers
33-1021.02	Forest Fire Fighting and Prevention Supervisors
19-2042.01	Geologists**
19-2043.00	Hydrologists**
51-5021.00	Job Printers
17-1012.00	Landscape Architects**
17-2121.02	Marine Architects
19-1022.00	Microbiologists**
17-2121.01	Marine Engineers
17-2131.00	Materials Engineers**
17-2161.00	Nuclear Engineers**
51-5023.02	Offset Lithographic Press Setters and Set-Up Operators
17-2171.00	Petroleum Engineers
53-5021.03	Pilots, Ship
19-1013.01	Plant Scientists**
51-5022.11	Plate Finishers
27-1013.04	Sculptors**
53-5031.00	Ship Engineers
19-1013.02	Soil Scientists**

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INVESTIGATIVE

INVESTIGATIVE — JOB ZONE 1 *(Little or No Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
45-2093.00	Farmworkers, Farm and Ranch Animals***
45-4011.00	Forest and Conservation Workers**

INVESTIGATIVE — JOB ZONE 2 *(Some Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
19-4011.01	Agricultural Technicians**
19-4021.00	Biological Technicians**
29-2041.00	Emergency Medical Technicians and Paramedics***
19-4011.02	Food Science Technicians**
33-2022.00	Forest Fire Inspectors and Prevention Specialists***
29-2012.00	Medical and Clinical Laboratory Technicians**
51-9082.00	Medical Appliance Technicians**

INVESTIGATIVE — JOB ZONE 3 *(Medium Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
45-2021.00	Animal Breeders**
29-2031.00	Cardiovascular Technologists and Technicians
19-4031.00	Chemical Technicians**
19-4061.01	City Planning Aides**
13-1072.00	Compensation, Benefits, and Job Analysis Specialists
15-1051.00	Computer Systems Analysts
51-9081.00	Dental Laboratory Technicians**
49-2094.00	Electrical and Electronics Repairers, Commercial and Industrial Equipment**
47-2111.00	Electricians**
13-1041.01	Environmental Compliance Inspectors
19-4091.00	Environmental Science and Protection Technicians, Including Health
33-3031.00	Fish and Game Wardens**
19-4041.02	Geological Sample Test Technicians**
17-3026.00	Industrial Engineering Technicians
13-1031.02	Insurance Adjusters, Examiners, and Investigators**
49-9062.00	Medical Equipment Repairers**
19-4051.01	Nuclear Equipment Operation Technicians**
19-4051.02	Nuclear Monitoring Technicians**
29-2091.00	Orthotists and Prosthetists**
29-1126.00	Respiratory Therapists
19-3041.00	Sociologists
31-9096.00	Veterinary Assistants and Laboratory Animal Caretakers**

INVESTIGATIVE — JOB ZONE 4 *(Considerable Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
17-3021.00	Aerospace Engineering and Operations Technicians
19-3091.01	Anthropologists
19-3091.02	Archeologists
19-2021.00	Atmospheric and Space Scientists
19-2031.00	Chemists
19-3031.02	Clinical Psychologists
17-2061.00	Computer Hardware Engineers
15-1021.00	Computer Programmers
15-1071.01	Computer Security Specialists
15-1031.00	Computer Software Engineers, Applications
15-1032.00	Computer Software Engineers, Systems Software
15-1041.00	Computer Support Specialists
13-1041.06	Coroners
15-1061.00	Database Administrators
29-1031.00	Dietitians and Nutritionists
19-3031.01	Educational Psychologists
19-1041.00	Epidemiologists
33-2021.02	Fire Investigators
17-2111.02	Fire-Prevention and Protection Engineers
19-1012.00	Food Scientists and Technologists
19-4092.00	Forensic Science Technicians
19-3092.00	Geographers
19-3093.00	Historians
17-2111.01	Industrial Safety and Health Engineers
19-3021.00	Market Research Analysts
19-2032.00	Materials Scientists

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INVESTIGATIVE (CONTINUED)

INVESTIGATIVE — JOB ZONE 4 *(Continued)*

*O*NET-SOC#*	*O*NET-SOC Title*
15-3011.00	Mathematical Technicians
29-2011.00	Medical and Clinical Laboratory Technologists
19-1042.00	Medical Scientists, Except Epidemiologists
17-2151.00	Mining and Geological Engineers, including Mining Safety Engineers
15-1081.00	Network Systems and Data Communications Analysts
29-2033.00	Nuclear Medicine Technologists
15-2031.00	Operations Research Analysts
29-1041.00	Optometrists
29-1051.00	Pharmacists
29-1071.00	Physician Assistants
19-1031.01	Soil Conservationists
15-2041.00	Statisticians
17-1022.00	Surveyors
19-3051.00	Urban and Regional Planners

INVESTIGATIVE — JOB ZONE 5 *(Extensive Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
17-2011.00	Aerospace Engineers
17-2021.00	Agricultural Engineers
25-1041.00	Agricultural Sciences Teachers, Postsecondary
29-1061.00	Anesthesiologists
19-1011.00	Animal Scientists
25-4011.00	Archivists
19-2011.00	Astronomers
19-1021.01	Biochemists
25-1042.00	Biological Science Teachers, Postsecondary
19-1020.01	Biologists
19-1021.02	Biophysicists
17-2041.00	Chemical Engineers
25-1052.00	Chemistry Teachers, Postsecondary
29-1011.00	Chiropractors
25-1021.00	Computer Science Teachers, Postsecondary
29-1021.00	Dentists, General
19-3011.00	Economists
17-2071.00	Electrical Engineers
17-2072.00	Electronics Engineers, Except Computer
25-1032.00	Engineering Teachers, Postsecondary
19-2041.00	Environmental Scientists and Specialists, Including Health
29-1062.00	Family and General Practitioners
13-2051.00	Financial Analysts
25-1043.00	Forestry and Conservation Science Teachers, Postsecondary
19-2042.01	Geologists
25-1071.00	Health Specialties Teachers, Postsecondary
19-2043.00	Hydrologists
19-3032.00	Industrial-Organizational Psychologists
29-1063.00	Internists, General
17-2131.00	Materials Engineers
25-1022.00	Mathematical Science Teachers, Postsecondary
15-2021.00	Mathematicians
19-1022.00	Microbiologists
11-9121.00	Natural Sciences Managers
17-2161.00	Nuclear Engineers
29-1064.00	Obstetricians and Gynecologists
29-1022.00	Oral and Maxillofacial Surgeons
29-1023.00	Orthodontists
29-1065.00	Pediatricians, General
19-2012.00	Physicists
25-1054.00	Physics Teachers, Postsecondary
19-1013.01	Plant Scientists
19-3094.00	Political Scientists
17-2111.03	Product Safety Engineers
29-1024.00	Prosthodontists
29-1066.00	Psychiatrists
19-1031.02	Range Managers
19-1013.02	Soil Scientists
29-1067.00	Surgeons
29-1131.00	Veterinarians
19-1023.00	Zoologists and Wildlife Biologists

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ARTISTIC

ARTISTIC — JOB ZONE 1 *(Little or No Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
39-9011.00	Child Care Workers**
51-9194.05	Etchers, Hand**
41-9012.00	Models

ARTISTIC — JOB ZONE 2 *(Some Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
39-6031.00	Flight Attendants***
27-1023.00	Floral Designers
39-5091.00	Makeup Artists, Theatrical and Performance
51-9131.03	Photographic Hand Developers**
27-3011.00	Radio and Television Announcers
27-2042.01	Singers
51-6041.00	Shoe and Leather Workers and Repairers**
39-6022.00	Travel Guides***
37-3013.00	Tree Trimmers and Pruners**

ARTISTIC — JOB ZONE 3 *(Medium Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
27-2011.00	Actors
27-3043.03	Caption Writers
51-9194.02	Engraver/Carvers**
51-9194.03	Etchers**
27-1022.00	Fashion Designers
27-3091.00	Interpreters and Translators
49-9063.01	Keyboard Instrument Repairers and Tuners**
27-1026.00	Merchandise Displayers and Window Trimmers
25-4013.00	Museum Technicians and Conservators
49-9063.04	Percussion Instrument Repairers and Tuners**
27-4021.02	Photographers, Scientific
51-9131.01	Photographic Retouchers and Restorers
27-4021.01	Professional Photographers
27-3012.00	Public Address System and Other Announcers**
39-9032.00	Recreation Workers**
27-1013.02	Sketch Artists
19-3041.00	Sociologists**
27-4014.00	Sound Engineering Technicians**
51-9195.03	Stone Cutters and Carvers**
49-9063.02	Stringed Instrument Repairers and Tuners**
27-2012.04	Talent Directors

ARTISTIC — JOB ZONE 4 *(Considerable Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
11-2011.00	Advertising and Promotions Managers
17-1011.00	Architects, Except Landscape and Naval
27-1011.00	Art Directors
27-3021.00	Broadcast News Analysts
27-4031.00	Camera Operators, Television, Video, and Motion Picture
27-1013.03	Cartoonists
27-1021.00	Commercial and Industrial Designers
27-3043.04	Copy Writers
39-3092.00	Costume Attendants
27-3043.02	Creative Writers
25-4012.00	Curators
27-2031.00	Dancers
27-2012.02	Directors- Stage, Motion Pictures, Television, and Radio
27-3041.00	Editors
27-1027.02	Exhibit Designers
27-4032.00	Film and Video Editors
27-1024.00	Graphic Designers
27-1025.00	Interior Designers
25-4021.00	Librarians
27-2041.02	Music Arrangers and Orchestrators
27-1013.01	Painters and Illustrators
27-3043.01	Poets and Lyricists
27-2012.01	Producers
27-3022.00	Reporters and Correspondents

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ARTISTIC (CONTINUED)

ARTISTIC — JOB ZONE 5 *(Extensive Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
25-1061.00	Anthropology and Archeology Teachers, Postsecondary***
25-1062.00	Area, Ethnic, and Cultural StudiesTeachers, Postsecondary***
25-1121.00	Art, Drama, and Music Teachers, Postsecondary
27-2032.00	Choreographers
21-2011.00	Clergy**
27-2041.03	Composers
19-3031.03	Counseling Psychologists***
21-2021.00	Directors, Religious Activities and Education***
25-1063.00	Economics Teachers, Postsecondary***
25-1123.00	English Language and Literature Teachers, Postsecondary
25-1124.00	Foreign Language and Literature Teachers, Postsecondary
25-1125.00	History Teachers, Postsecondary***
19-3032.00	Industrial-Organizational Psychologists***
17-1012.00	Landscape Architects
27-2041.01	Music Directors
27-2042.02	Musicians, Instrumental
25-1065.00	Political Science Teachers, Postsecondary***
19-3094.00	Political Scientists**
27-2012.03	Program Directors**
29-1066.00	Psychiatrists**
25-1066.00	Psychology Teachers, Postsecondary***
27-1013.04	Sculptors
27-1027.01	Set Designers
25-1067.00	Sociology Teachers, Postsecondary***
27-3042.00	Technical Writers

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SOCIAL

SOCIAL — JOB ZONE 1 *(Little or No Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
53-3011.00	Ambulance Drivers and Attendants, Except Emergency Medical Technicians
33-3011.00	Bailiffs
35-3011.00	Bartenders**
53-3021.00	Bus Drivers, Transit and Intercity**
39-9011.00	Child Care Workers
35-3022.00	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop
33-9091.00	Crossing Guards
41-9011.00	Demonstrators and Product Promoters**
35-3041.00	Food Servers, Nonrestaurant
39-4021.00	Funeral Attendants
31-1011.00	Home Health Aides
43-4111.00	Interviewers, Except Eligibility and Loan**
39-3093.00	Locker Room, Coatroom, and Dressing Room Attendants
39-5092.00	Manicurists and Pedicurists**
43-4171.00	Receptionists and Information Clerks***
33-9032.00	Security Guards
39-6021.00	Tour Guides and Escorts
39-6032.00	Transportation Attendants, Except Flight Attendants and Baggage Porters**
39-3031.00	Ushers, Lobby Attendants, and Ticket Takers
35-3031.00	Waiters and Waitresses

SOCIAL — JOB ZONE 2 *(Some Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
33-9011.00	Animal Control Workers
43-4061.01	Claims Takers, Unemployment Benefits**
33-3012.00	Correctional Officers and Jailers**
29-2041.00	Emergency Medical Technicians and Paramedics
39-6031.00	Flight Attendants**
33-9092.00	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers**
31-1012.00	Nursing Aides, Orderlies, and Attendants
31-2012.00	Occupational Therapist Aides
31-2011.00	Occupational Therapist Assistants
39-9021.00	Personal and Home Care Aides
31-2022.00	Physical Therapist Aides
31-2021.00	Physical Therapist Assistants
33-9021.00	Private Detectives and Investigators**
43-5031.00	Police, Fire, and Ambulance Dispatchers
31-1013.00	Psychiatric Aides
27-3011.00	Radio and Television Announcers**
41-9022.00	Real Estate Sales Agents**
33-3051.03	Sheriffs and Deputy Sheriffs
21-1093.00	Social and Human Service Assistants
33-3052.00	Transit and Railroad Police**
41-3041.00	Travel Agents**
43-4181.01	Travel Clerks**
39-6022.00	Travel Guides**
43-4061.02	Welfare Eligibility Workers and Interviewers

SOCIAL — JOB ZONE 3 *(Medium Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
39-2011.00	Animal Trainers
39-5011.00	Barbers**
31-9091.00	Dental Assistants
29-2021.00	Dental Hygienists
13-1071.01	Employment Interviewers, Private or Public Employment Service
39-9031.00	Fitness Trainers and Aerobics Instructors
35-9031.00	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop**
27-3091.00	Interpreters and Translators**
41-3021.00	Insurance Sales Agents**
29-2061.00	Licensed Practical and Licensed Vocational Nurses
31-9092.00	Medical Assistants
29-2091.00	Orthotists and Prosthetists
13-2052.00	Personal Financial Advisors
13-1071.02	Personnel Recruiters**
33-3051.01	Police Patrol Officers
21-1092.00	Probation Officers and Correctional Treatment Specialists
29-2053.00	Psychiatric Technicians
27-3012.00	Public Address System and Other Announcers
39-9032.00	Recreation Workers
39-9041.00	Residential Advisors
25-9041.00	Teacher Assistants

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SOCIAL (CONTINUED)

SOCIAL — JOB ZONE 4 *(Considerable Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
25-3011.00	Adult Literacy, Remedial Education, and GED Teachers and Instructors
29-1121.00	Audiologists
21-1021.00	Child, Family, and School Social Workers
29-2051.00	Dietetic Technicians
11-9032.00	Education Administrators, Elementary and Secondary School
11-9031.00	Education Administrators, Preschool and Child Care Center/Program
21-1012.00	Educational, Vocational, and School Counselors
25-2021.00	Elementary School Teachers, Except Special Education
13-1041.03	Equal Opportunity Representatives and Officers
25-9021.00	Farm and Home Management Advisors
25-2012.00	Kindergarten Teachers, Except Special Education
21-1022.00	Medical and Public Health Social Workers
21-1023.00	Mental Health and Substance Abuse Social Workers
21-1014.00	Mental Health Counselors
25-2022.00	Middle School Teachers, Except Special and Vocational Education
29-1122.00	Occupational Therapists
19-1031.03	Park Naturalists
29-1123.00	Physical Therapists
29-1081.00	Podiatrists
25-2011.00	Preschool Teachers, Except Special Education
29-1124.00	Radiation Therapists
29-1125.00	Recreational Therapists
29-1111.00	Registered Nurses
25-2031.00	Secondary School Teachers, Except Special and Vocational Education
25-3021.00	Self-Enrichment Education Teachers
11-9151.00	Social and Community Service Managers
25-2042.00	Special Education Teachers, Middle School
25-2041.00	Special Education Teachers, Preschool, Kindergarten, and Elementary School
25-2043.00	Special Education Teachers, Secondary School
29-1127.00	Speech-Language Pathologists
21-1011.00	Substance Abuse and Behavioral Disorder Counselors
13-1073.00	Training and Development Specialists
25-1194.00	Vocational Education Teachers Postsecondary
25-2023.00	Vocational Education Teachers, Middle School
25-2032.00	Vocational Education Teachers, Secondary School

SOCIAL — JOB ZONE 5 *(Extensive Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
23-1021.00	Administrative Law Judges, Adjudicators, and Hearing Officers**
25-1061.00	Anthropology and Archeology Teachers, Postsecondary
23-1022.00	Arbitrators, Mediators, and Conciliators**
25-1062.00	Area, Ethnic, and Cultural Studies Teachers, Postsecondary
25-1121.00	Art, Drama, and Music Teachers, Postsecondary**
29-9091.00	Athletic Trainers
25-1052.00	Chemistry Teachers, Postsecondary**
21-2011.00	Clergy
19-3031.03	Counseling Psychologists
21-2021.00	Directors, Religious Activities and Education
25-1063.00	Economics Teachers, Postsecondary
25-1123.00	English Language and Literature Teachers, Postsecondary **
25-1124.00	Foreign Language and Literature Teachers, Postsecondary**
25-1191.00	Graduate Teaching Assistants
21-1091.00	Health Educators
25-1125.00	History Teachers, Postsecondary
25-9031.00	Instructional Coordinators
23-1023.00	Judges, Magistrate Judges, and Magistrates**
25-1022.00	Mathematical Science Teachers, Postsecondary**
25-1072.00	Nursing Instructors and Teachers, Postsecondary
29-9011.00	Occupational Health and Safety Specialists
25-1054.00	Physics Teachers, Postsecondary**
25-1065.00	Political Science Teachers, Postsecondary
25-1066.00	Psychology Teachers, Postsecondary
25-1067.00	Sociology Teachers, Postsecondary

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ENTERPRISING

ENTERPRISING — JOB ZONE 1 *(Little or No Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
39-6011.00	Baggage Porters and Bellhops
33-3011.00	Bailiffs**
35-3011.00	Bartenders
41-2011.00	Cashiers**
35-2015.00	Cooks, Short Order**
41-2021.00	Counter and Rental Clerks**
43-4041.01	Credit Authorizers**
43-4041.02	Credit Checkers**
41-9011.00	Demonstrators and Product Promoters
35-9011.00	Dining Room and Cafeteria Attendants and Bartender Helpers**
41-9091.00	Door-To-Door Sales Workers, News and Street Vendors, and Related Workers
53-3031.00	Driver/Sales Workers
45-3011.00	Fishers and Related Fishing Workers**
39-4021.00	Funeral Attendants**
39-3093.00	Locker Room, Coatroom, and Dressing Room Attendants**
39-5092.00	Manicurists and Pedicurists
41-9012.00	Models**
43-4171.00	Receptionists and Information Clerks**
33-9032.00	Security Guards**
53-6031.00	Service Station Attendants**
41-9041.00	Telemarketers
39-6021.00	Tour Guides and Escorts**
39-6032.00	Transportation Attendants, Except Flight Attendants and Baggage Porters
35-3031.00	Waiters and Waitresses**

ENTERPRISING — JOB ZONE 2 *(Some Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
43-4051.01	Adjustment Clerks**
43-3011.00	Bill and Account Collectors**
39-6031.00	Flight Attendants
39-3012.00	Gaming and Sports Book Writers and Runners
39-3011.00	Gaming Dealers
43-4081.00	Hotel, Motel, and Resort Desk Clerks**
43-4161.00	Human Resources Assistants, Except Payroll and Timekeeping**
43-4131.00	Loan Interviewers and Clerks**
43-4141.00	New Accounts Clerks**
41-2022.00	Parts Salespersons
33-9021.00	Private Detectives and Investigators
43-5061.00	Production, Planning, and Expediting Clerks**
41-9022.00	Real Estate Sales Agents
41-2031.00	Retail Salespersons
41-4011.01	Sales Representatives, Agricultural
41-4011.03	Sales Representatives, Electrical/Electronic
41-4011.04	Sales Representatives, Mechanical Equipment and Supplies
41-4012.00	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
33-3051.03	Sheriffs and Deputy Sheriffs**
13-2082.00	Tax Preparers**
33-3052.00	Transit and Railroad Police
41-3041.00	Travel Agents
39-6022.00	Travel Guides

ENTERPRISING — JOB ZONE 3 *(Medium Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
41-3011.00	Advertising Sales Agents
13-1011.00	Agents and Business Managers of Artists, Performers, and Athletes
27-2021.00	Athletes and Sports Competitors
45-1011.01	First-Line Supervisors and Manager/Supervisors - Agricultural Crop Workers
45-1011.02	First-Line Supervisors and Manager/Supervisors - Animal Husbandry Workers
47-1011.02	First-Line Supervisors and Manager/Supervisors- Extractive Workers
43-1011.02	First-Line Supervisors, Administrative Support
43-1011.01	First-Line Supervisors, Customer Service
35-1012.00	First-Line Supervisors/Managers of Food Preparation and Serving Workers
53-1021.00	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand
41-1012.00	First-Line Supervisors/Managers of Non-Retail Sales Workers
39-1021.00	First-Line Supervisors/Managers of Personal Service Workers
51-1011.00	First-Line Supervisors/Managers of Production and Operating Workers
41-1011.00	First-Line Supervisors/Managers of Retail Sales Workers
53-1031.00	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators
11-9071.00	Gaming Managers

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ENTERPRISING (CONTINUED)

ENTERPRISING — JOB ZONE 3 *(Continued)*

*O*NET-SOC#*	*O*NET-SOC Title*
39-1011.00	Gaming Supervisors
13-1041.04	Government Property Inspectors and Investigators
39-5012.00	Hairdressers, Hairstylists, and Cosmetologists
35-9031.00	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop
13-1031.02	Insurance Adjusters, Examiners, and Investigators
41-3021.00	Insurance Sales Agents
37-1011.02	Janitorial Supervisors
11-9081.00	Lodging Managers
13-1071.02	Personnel Recruiters
41-3031.02	Sales Agents, Financial Services
41-4011.02	Sales Representatives, Chemical and Pharmaceutical
41-4011.06	Sales Representatives, Instruments
41-4011.05	Sales Representatives, Medical
27-2023.00	Umpires, Referees, and Other Sports Officials
13-1022.00	Wholesale and Retail Buyers, Except Farm Products

ENTERPRISING — JOB ZONE 4 *(Considerable Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
11-3011.00	Administrative Services Managers
11-9011.02	Agricultural Crop Farm Managers
13-2021.02	Appraisers, Real Estate
35-1011.00	Chefs and Head Cooks
33-3021.04	Child Support, Missing Persons, and Unemployment Insurance Fraud Investigators
11-3041.00	Compensation and Benefits Managers
11-9021.00	Construction Managers
33-3021.03	Criminal Investigators and Special Agents
13-2061.00	Financial Examiners
11-3031.02	Financial Managers, Branch or Department
47-1011.01	First-Line Supervisors and Manager/Supervisors-Construction Trades Workers
49-1011.00	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers
33-1012.00	First-Line Supervisors/Managers of Police and Detectives
11-9011.03	Fish Hatchery Managers
11-9051.00	Food Service Managers
11-9061.00	Funeral Directors
11-1011.01	Government Service Executives
37-1011.01	Housekeeping Supervisors
11-3040.00	Human Resources Managers
17-2112.00	Industrial Engineers
11-3051.00	Industrial Production Managers
23-2092.00	Law Clerks
37-1012.01	Lawn Service Managers
13-2071.00	Loan Counselors
13-2072.00	Loan Officers
13-1111.00	Management Analysts
11-2021.00	Marketing Managers
11-9111.00	Medical and Health Services Managers
13-1121.00	Meeting and Convention Planners
11-9011.01	Nursery and Greenhouse Managers
29-2081.00	Opticians, Dispensing
23-2011.00	Paralegals and Legal Assistants
33-3021.01	Police Detectives
11-9131.00	Postmasters and Mail Superintendents
11-9141.00	Property, Real Estate, and Community Association Managers
27-3031.00	Public Relations Specialists
53-6051.02	Public Transportation Inspectors
13-1021.00	Purchasing Agents and Buyers, Farm Products
13-1023.00	Purchasing Agents, Except Wholesale, Retail, and Farm Products
11-3061.00	Purchasing Managers
41-3031.01	Sales Agents, Securities and Commodities
11-2022.00	Sales Managers
53-5021.01	Ship and Boat Captains
11-3071.02	Storage and Distribution Managers
11-3042.00	Training and Development Managers
11-3071.01	Transportation Managers

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ENTERPRISING (CONTINUED)

ENTERPRISING — JOB ZONE 5 *(Extensive Preparation Neeued)*

*O*NET-SOC#*	*O*NET-SOC Title*
23-1021.00	Administrative Law Judges, Adjudicators, and Hearing Officers
23-1022.00	Arbitrators, Mediators, and Conciliators
27-2022.00	Coaches and Scouts
11-3021.00	Computer and Information Systems Managers
21-2021.00	Directors, Religious Activities and Education**
19-3011.00	Economists**
11-9033.00	Education Administrators, Postsecondary
11-9041.00	Engineering Managers
33-1021.02	Forest Fire Fighting and Prevention Supervisors**
19-3032.00	Industrial-Organizational Psychologists**
23-1023.00	Judges, Magistrate Judges, and Magistrates
23-1011.00	Lawyers
11-9121.00	Natural Sciences Managers**
29-9011.00	Occupational Health and Safety Specialists**
53-5021.03	Pilots, Ship**
11-1011.02	Private Sector Executives
27-2012.03	Program Directors
41-9031.00	Sales Engineers
53-5031.00	Ship Engineers**
11-3031.01	Treasurers, Controllers, and Chief Financial Officers

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CONVENTIONAL

CONVENTIONAL — JOB ZONE 1 *(Little or No Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
43-3021.03	Billing, Posting, and Calculating Machine Operators
41-2011.00	Cashiers
43-2021.02	Central Office Operators
41-2021.00	Counter and Rental Clerks
43-4041.01	Credit Authorizers
43-4041.02	Credit Checkers
43-2021.01	Directory Assistance Operators
43-9071.01	Duplicating Machine Operators
43-4071.00	File Clerks
43-4111.00	Interviewers, Except Eligibility and Loan
43-4121.00	Library Assistants, Clerical
43-9051.02	Mail Clerks, Except Mail Machine Operators and Postal Service
43-5081.02	Marking Clerks
43-5041.00	Meter Readers, Utilities
43-9061.00	Office Clerks, General
33-3041.00	Parking Enforcement Workers
43-5052.00	Postal Service Mail Carriers
43-3061.00	Procurement Clerks
43-4171.00	Receptionists and Information Clerks
43-5071.00	Shipping, Receiving, and Traffic Clerks
43-2011.00	Switchboard Operators, Including Answering Service
43-5111.00	Weighers, Measurers, Checkers, and Samplers, Recordkeeping

CONVENTIONAL — JOB ZONE 2 *(Some Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
43-4051.01	Adjustment Clerks
43-3011.00	Bill and Account Collectors
43-3021.02	Billing, Cost, and Rate Clerks
43-3031.00	Bookkeeping, Accounting, and Auditing Clerks
43-4011.00	Brokerage Clerks
43-5011.00	Cargo and Freight Agents
43-4061.01	Claims Takers, Unemployment Benefits
43-4021.00	Correspondence Clerks
43-4051.02	Customer Service Representatives, Utilities
43-9021.00	Data Entry Keyers
43-5032.00	Dispatchers, Except Police, Fire, and Ambulance
33-2021.01	Fire Inspectors
53-6051.06	Freight Inspectors
43-4081.00	Hotel, Motel, and Resort Desk Clerks
43-4161.00	Human Resources Assistants, Except Payroll and Timekeeping
43-9041.01	Insurance Claims Clerks
43-9041.02	Insurance Policy Processing Clerks
25-4031.00	Library Technicians
43-4031.03	License Clerks
43-4131.00	Loan Interviewers and Clerks
43-4031.02	Municipal Clerks
43-4141.00	New Accounts Clerks
43-4151.00	Order Clerks
43-5081.04	Order Fillers, Wholesale and Retail Sales
43-3051.00	Payroll and Timekeeping Clerks
29-2052.00	Pharmacy Technicians
43-5051.00	Postal Service Clerks
43-5061.00	Production, Planning, and Expediting Clerks
43-9081.00	Proofreaders and Copy Markers
43-4181.02	Reservation and Transportation Ticket Agents
43-6014.00	Secretaries, Except Legal, Medical, and Executive
43-3021.01	Statement Clerks
43-9111.00	Statistical Assistants
43-5081.03	Stock Clerks- Stockroom, Warehouse, or Storage Yard
13-2082.00	Tax Preparers
43-3071.00	Tellers
23-2093.01	Title Searchers
43-4181.01	Travel Clerks
43-9022.00	Word Processors and Typists

** The occupation was assigned to the group based on its second highest interest area.

*** The occupation was assigned to the group based on its third highest interest area.

CONVENTIONAL (CONTINUED)

CONVENTIONAL — JOB ZONE 3 *(Medium Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
49-2011.01	Automatic Teller Machine Servicers**
51-9071.04	Bench Workers, Jewelry**
19-4061.01	City Planning Aides
13-1072.00	Compensation, Benefits, and Job Analysis Specialists**
43-9011.00	Computer Operators
47-4011.00	Construction and Building Inspectors
43-4031.01	Court Clerks
51-9061.04	Electrical and Electronic Inspectors and Testers**
17-3012.01	Electronic Drafters**
13-1041.01	Environmental Compliance Inspectors**
53-1021.00	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand**
41-1011.00	First- Line Supervisors/Managers of Retail Sales Workers**
41-1012.00	First- Line Supervisors/Managers of Non-Retail Sales Workers**
11-9071.00	Gaming Managers**
39-1011.00	Gaming Supervisors**
33-3021.05	Immigration and Customs Inspectors
43-6012.00	Legal Secretaries
13-1041.02	Licensing Examiners and Inspectors
17-3031.02	Mapping Technicians
51-9061.01	Materials Inspectors**
29-2071.00	Medical Records and Health Information Technicians
43-6013.00	Medical Secretaries
51-4012.00	Numerical Tool and Process Control Programmers**
33-3021.02	Police Identification and Records Officers
23-2093.02	Title Examiners and Abstractors
13-1022.00	Wholesale and Retail Buyers, Except Farm Products**

CONVENTIONAL — JOB ZONE 4 *(Considerable Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
13-2011.01	Accountants
11-3011.00	Administrative Services Managers**
53-2021.00	Air Traffic Controllers
13-2021.01	Assessors
27-4011.00	Audio and Video Equipment Technicians
25-9011.00	Audio-Visual Collections Specialists
13-2011.02	Auditors
13-2031.00	Budget Analysts
17-1021.00	Cartographers and Photogrammetrists
13-1031.01	Claims Examiners, Property and Casualty Insurance
13-1051.00	Cost Estimators
13-2041.00	Credit Analysts
17-3012.02	Electrical Drafters
43-6011.00	Executive Secretaries and Administrative Assistants
11-3051.00	Industrial Production Managers**
13-1032.00	Insurance Appraisers, Auto Damage
13-2053.00	Insurance Underwriters
13-1111.00	Management Analysts**
29-1051.00	Pharmacists**
11-9141.00	Property, Real Estate, and Community Association Managers**
15-2041.00	Statisticians**
13-2081.00	Tax Examiners, Collectors, and Revenue Agents
11-3071.01	Transportation Managers**

CONVENTIONAL — JOB ZONE 5 *(Extensive Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
15-2011.00	Actuaries
25-4011.00	Archivists**
19-2011.00	Astronomers***
11-3021.00	Computer and Information Systems Managers**
25-1021.00	Computer Science Teachers, Postsecondary**
51-5022.08	Dot Etchers**
19-3011.00	Economists***
11-9033.00	Education Administrators, Postsecondary***
51-5022.10	Electrotypers and Stereotypers**
13-2051.00	Financial Analysts**
25-1191.00	Graduate Teaching Assistants***
51-5021.00	Job Printers**
23-1011.00	Lawyers**
53-6051.03	Marine Cargo Inspectors
25-1022.00	Mathematical Science Teachers, Postsecondary***
15-2021.00	Mathematicians**
51-5023.02	Offset Lithographic Press Setters and Set-Up Operators**
19-2012.00	Physicists***
51-5022.11	Plate Finishers**
11-1011.02	Private Sector Executives**
53-5031.00	Ship Engineers***
11-3031.01	Treasurers, Controllers, and Chief Financial Officers**

** The occupation was assigned to the group based on its second highest interest area.
*** The occupation was assigned to the group based on its third highest interest area.

Notes

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Version 3.0

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work importance locator

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U.S. Department of Labor, Employment and Training Administration

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America's

Career Kit

America's Job Bank
www.ajb.org

America's Learning eXchange
www.alx.org

America's Career InfoNet
www.acinet.org

America's Service Locator
www.servicelocator.org

O*NET OnLine
http://online.onetcenter.org

America's Workforce Network Toll Free Help Line 1-877-US-2JOBS

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The DOL/ETA developed the O*NET Career Exploration Tools as career counseling, career planning, and exploration tools. In order for each tool to provide an objective assessment, extensive research and development was conducted to ensure that the directions, format, items, and score reports lead to valid assessment. DOL/ETA adhered to the high standards of the American Psychological Association, the American Education Research Association, and the National Council on Measurement in Education in developing the O*NET Career Exploration Tools. In developing the tools, fairness analyses were conducted to ensure that score results were equally valid both from a statistical and a usability perspective.

Results provided from the O*NET Career Exploration Tools are part of a whole-person approach to the assessment process. They provide useful information that individuals can use to identify their strengths, the parts of work they like to do, and the parts of work that they may find important. Individuals can use results to identify training needs and occupations that they may wish to explore further. Individuals are strongly encouraged to use additional information about themselves with O*NET Career Exploration results when making career decisions.

As such, the use of the O*NET Career Exploration Tools is authorized for career exploration, career planning, and career counseling purposes only. Each O*NET Career Exploration Tool must be used consistent with its own "User's Guide." No other use of these tools or any part of the tools is valid or authorized.

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If any of the O*NET Career Exploration Tools is used for a purpose or purposes other than career exploration, career planning, and career counseling purposes, it is a violation of this agreement and neither the U.S. Department of Labor nor the Employment and Training Administration is liable for any misuse of the Tools. The U.S. Department of Labor and the Employment and Training Administration reserve the right to pursue all legal remedies for violations of this User's Agreement.

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Numerous research phases were conducted in developing the **O*NET Work Importance Locator**. Each phase required multiple steps and the participation of a wide variety of staff, contractors, and pilot sites. Grateful acknowledgment for their prominent roles in this process is made to Jeannie Stroupe, Helen Tannenbaum, Ray Dobrin, Enid Israelson, Ann Kump, Diana Williams, Dr. Stephen Atkins, Ronald Boese, Brenda Dunn, and Jerry Pickett.

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OVERVIEW

The U.S. Department of Labor's (USDOL's) Office of Policy and Research has developed **O*NET™ Career Exploration Tools**. The tools are designed to assist a wide variety of users in identifying information about themselves. They can use this self-knowledge to guide their exploration of occupations included in **O*NET OnLine**, the automated replacement for the *Dictionary of Occupational Titles* (U.S. Department of Labor, 1991).

The tools stress self-directed whole-person assessment. Users are able to take a variety of valid and reliable assessment tools, each providing important information that can help them explore the world of work. **O*NET Career Exploration Tools** include:

- The **O*NET Work Importance Locator**, which helps users identify what is important to them in a job. It can help individuals identify occupations they may find satisfying. The questions are answered and scored in a booklet.
- The **O*NET Work Importance Profiler**, which is similar to the **O*NET Work Importance Locator**, except the questions are answered on a computer.
- The **O*NET Interest Profiler**, which helps individuals identify their work-related interests. It is a paper-and-pencil instrument.
- The **O*NET Computerized Interest Profiler**, which is similar to the **O*NET Interest Profiler**, but is a computerized instrument.
- The **O*NET Ability Profiler**, which helps individuals identify what they can do well.

Thus, these assessment tools help individuals discover three important pieces of information that are valuable when exploring careers:

1) what they like to do,
2) what is important to them in the world of work, and
3) what they do well.

O*NET Career Exploration Tools are designed to be interactive and flexible. Individuals are able to take one or all of the instruments; or they can use them with other career exploration instruments developed by private organizations, depending on their particular needs. Additionally, the **Interest** and **Work Importance** tools can be self-administered, with no outside assistance. All of the tools present individual users with results presented on score reports that are self-interpretable and are linked to occupations in **O*NET OnLine**. The other career exploration tools and their associated reports also are useful for group settings, such as vocational training programs, classrooms, or out-placement programs.

This User's Guide was developed for the **O*NET Work Importance Locator** (WIL) in order to help users:

1) learn how to administer the WIL,
2) interpret WIL results using the **O*NET Work Importance Locator Score Report,** and
3) understand how the WIL was developed.

User guides are available also for the other **O*NET Career Exploration Tools.** For information on these guides or other O*NET products contact the Center for O*NET Development:

Internet:
http://www.onetcenter.org/

E-mail:
o*net@esc.state.nc.us

Mail:
Customer Service
National Center for O*NET Development
Post Office Box 27625
Raleigh, NC 27611

FAX: (919) 715-0778

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SPECIAL NOTICE: PROPER USE OF O*NET WORK IMPORTANCE LOCATOR RESULTS

Please pay particular attention to the proper use of **O*NET Work Importance Locator** results. Part of your responsibility as an administrator/user of the **O*NET Work Importance Locator** is to ensure its proper use.

O*NET Work Importance Locator results **should be used** for career exploration and vocational counseling purposes only. Results are designed to assist clients in identifying their work values (i.e., what is important to them in an occupation) and in using them to identify occupations that may satisfy their work values.

O*NET Work Importance Locator results **should not be used** for employment or hiring decisions. Employers, educational programs, or other job-related programs should not use **O*NET Work Importance Locator** results in applicant screening for jobs or training programs. The relationship between results on the **O*NET Work Importance Locator** and success in particular jobs or training programs has not been determined.

Please read the **Special Notice: User Agreement** on page i of this Guide before administering the **O*NET Work Importance Locator.**

For further information on proper use of the **O*NET Work Importance Locator** results, contact:

National Center for O*NET Development
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FAX: (919) 715-0778
E-mail: o*net@esc.state.nc.us

INTRODUCTION

One of the U.S. Department of Labor's (DOL) **O*NET™ Career Exploration Tools** is the **O*NET Work Importance Locator** (WIL). This is a new work values assessment instrument. Work values are the aspects or conditions of work that are important to people in a job or career. The WIL helps clients accurately and reliably identify their highest work values. Clients can use this information to:

1) learn a valuable piece of self-knowledge and career awareness, and
2) directly link to the entire world of work via the 900+ occupations within **O*NET OnLine.**[1]

The **O*NET Work Importance Locator** was developed using the most up-to-date knowledge of vocational theory and practice. The instrument is based on a previously developed measure of work values, the Minnesota Importance Questionnaire (MIQ; Rounds, Henly, Dawis, Lofquist, & Weiss, 1981). Clients use a simple card-sorting format to rank the importance of 20 cards, each describing an aspect of work that satisfies one of six broad work values. The six values are updated versions of the work values defined in Dawis and Lofquist's (1984) Theory of Work Adjustment: Achievement, Independence, Recognition, Relationships, Support, and Working Conditions. The Theory of Work Adjustment (TWA), which is grounded in a rich and extensive research history, is a comprehensive model of vocational adjustment based on the concept of correspondence between individual and environment. Importantly, work adjustment has been linked to the satisfaction of workers, as well as how well workers perform on their job.

This Guide was developed for programs (e.g., schools, employment service offices, career information and delivery systems, out-placement programs) that will incorporate the WIL into their career exploration services. The Guide can help users understand how to properly incorporate the WIL into their programs by providing technical development information, administration instructions, and guidelines for interpreting results.

---

[1] The occupations within **O*NET OnLine** are based on the O*NET/SOC classification system. The Office of Management and Budget has mandated the use of the SOC system for government agencies. Thus, the O*NET classification system will be compatible with other sources of occupational and labor market information. Currently, 900 of the 974 occupations have O*NET data and are included within the **O*NET Work Importance Locator** materials.

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This User's Guide is divided into the following three sections:

1) **Administering the O*NET Work Importance Locator**—provides a description of individual, group, and combination administration options. This section also walks the user through the different parts of the WIL.
2) **Interpretation of O*NET Work Importance Locator Results**—provides:
    1) an overview of Dawis and Lofquist's (1984) Theory of Work Adjustment, the underlying structure behind the WIL;
    2) a description of how the WIL score report can be used to interpret WIL results;
    3) explanations of how the score report helps users identify occupations to explore further; and
    4) other activities that can be used to help users better understand and use their WIL results.
3) **Development of the O*NET Work Importance Locator**—provides an overview of the procedures followed to develop the **O*NET Work Importance Locator. Note:** This section provides an overview of fundamental technical information that is important to vocational researchers. It also contains information that will provide educators and vocational counselors with a better understanding of the steps that went into ensuring that the WIL meets stringent technical standards. For a more detailed description of the development of the WIL, see ***Development of the O*NET Work Importance Locator*** (McCloy, Waugh, Medsker, Wall, Rivkin, & Lewis, 1999b).

Together, these three sections, along with the WIL and its associated score report, should provide users with the information they need to use the instrument effectively in their organization's career counseling program.

ADMINISTERING THE O*NET WORK IMPORTANCE LOCATOR

There are several ways to administer the **O*NET Work Importance Locator** (WIL). Although the instrument was designed primarily to be self-administered—with clients taking the instrument on their own with no outside assistance—the instrument also can be administered in a group setting. Additionally, combinations of administration methods can be used. You can have clients complete part of the WIL on their own and part of it in a group. They can take most of it by themselves and then receive some outside assistance from a career counseling professional.

BEFORE ADMINISTERING THE O*NET WORK IMPORTANCE LOCATOR

Each of the different administration methods is described below. Before administering the WIL, it is important to review all the methods. You will notice that the different methods build on each other, and that the information presented for one method can help accomplish another method. It is especially important to read the Self-Administration subsection because it explains the different parts of the **O*NET Work Importance Locator.** After reading about each administration method, you will be able to use a method, or parts from each method, that best suits your particular situation.

Also, before administering the WIL, it is very important that you take the instrument yourself to become familiar with all the WIL parts and procedures.

SELF-ADMINISTRATION

The **O*NET Work Importance Locator** was designed to be self-administered. The instrument contains all the necessary instructions for individuals to complete the measure on their own. Below are some commonly asked questions that users of the WIL have regarding self-administration. The answers provided will enable you to make sure clients enjoy their WIL experience and receive accurate, meaningful results.

What reading level is the O*NET Work Importance Locator designed for?

The WIL was designed for use with a wide variety of populations, including workers in transition, unemployed workers, college students, and high school students. It is suggested that clients have a **minimum of an eighth grade reading level** to take the WIL. Clients below an eighth grade reading level may not be able to adequately understand the information in the WIL.

What age level is the O*NET Work Importance Locator designed for?

The WIL was designed for clients who are approximately **16 years of age and older**. The development of values is a process that occurs throughout a person's lifespan and is modified by experiences. However, as individuals mature, values tend to become more stable. By the time people enter the 10th grade (approximately 16), their values are stable enough to be measured reliably. While the development of values takes place in family, social, cultural, educational, and work settings, individuals younger than 16 may not have had enough exposure to a work environment to allow them to understand the descriptions of work included in the WIL (e.g., *"...I would have supervisors who train their workers well."*).

Where is the best place to "self-administer" the WIL?

The WIL is flexible in terms of when and where individuals can take the instrument. Clients can take it at home, in school, in the library, or in another **quiet location** where they will be able to concentrate and respond seriously to WIL questions. In addition, they will need to have access to a flat area (e.g., desk or table) to place their Work Value Card Sorting Sheet while they are working on the WIL.

Note: The Work Value Card Sorting Sheet, along with the other parts of the WIL, will be described in detail in the following subsection.

How long will it take clients to complete the WIL?

The WIL takes anywhere from **15 to 45 minutes to complete.** For most users, approximately three-fourths of their time is spent answering questions, and the remaining portion of their time is spent scoring the instrument. After completion, additional time is needed to read and use the WIL Score Report, which helps clients interpret their results and explore occupations presented in **O*NET OnLine.**

Note: The **Interpretation of O*NET WIL Results** section of this Guide provides more details regarding how the Score Report helps clients understand and use their results for career exploration.

Can clients complete the O*NET Work Importance Locator in one session?

Yes. The instrument was **designed to be completed in one session.** Clients should answer all questions and score the instrument at one time. This will provide continuity to the administration process and will help clients better understand the information the WIL is trying to convey.

Can clients complete the O*NET Work Importance Locator in two sessions?

It is **not recommended.** Clients should be strongly encouraged to complete their WIL in one sitting. The WIL contains loose cards that must be placed and moved about on the Work Value Card Sorting Sheet. Storing clients' cards and sorting sheets between sessions increases the likelihood that their cards will be misplaced—shuffled—leading to inaccurate results. In addition, research has demonstrated that a person's first response is often most accurate. Clients may be tempted to change some of their responses during the second session, leading to ambiguous results.

Note: If clients are not sure about their results after completing the WIL, they are encouraged to take the entire instrument over again at a later date (see the **Interpretation of O*NET WIL Results** section of this Guide for more detail).

Is a calculator needed for clients to score their WIL?

No. Research has demonstrated that **clients can accurately score the WIL without the aide of a calculator.** However, basic multiplication and addition is required to score the WIL. If you feel your clients may have difficulty with either of these tasks, a calculator is recommended.

What are the 20 cards for?

Each card contains a "need" statement that is related to one of the six work values measured by the WIL. When scoring the WIL, users will use these cards to calculate their work values scores.

PROCEDURES FOR SELF-ADMINISTRATION OF THE O*NET WORK IMPORTANCE LOCATOR

The WIL contains all the necessary information for clients to complete the instrument on their own. The following is an overview of the instructions individuals read and follow to complete WIL items and to score the WIL.

Instructions for Completing the O*NET Work Importance Locator

To start their WIL, clients simply open the instrument and begin reading.

Overview

First, they are presented with an overview of the **O*NET Career Exploration Tools.** This section provides users with a brief description of the different O*NET assessment tools. It lets the clients know that the assessment tools can help them decide what is important to them in a job, what work they probably will be able to do well, and what type of work they would like to do. It also indicates to clients that they can use different pieces of information about themselves to explore careers.

Getting Started

Next, clients complete the **Getting Started** section on page 1 of the WIL. Here clients write their name and the date in the spaces provided. They also read **Welcome to the O*NET Work Importance Locator**, which lets them know that they will be ranking different aspects of work in order to learn about their work values and help them decide what is important to them in a job. It informs them that by completing the WIL, they will have six work value scores that will show them how important each value is to them. They will be able to use their results to select occupations to explore that may lead to satisfying jobs and careers.

This section also stresses the proper use of **O*NET Work Importance Locator** results. It lets clients know that results are for career exploration and vocational counseling purposes only, and that they should not be used for employment selection or screening decisions. It also informs clients to contact the National Center for O*NET Development for further information on the proper use of their **O*NET Work Importance Locator** results.

The **Before You Begin** section informs clients that there are no right or wrong answers and encourages them to answer their WIL honestly and carefully. It also includes the following list to help clients make sure that their package has all the materials necessary for them to complete the WIL:

- twenty **Work Values Cards**, each containing a need statement related to one of the six work values,
- a **Work Value Card Sorting Sheet**,
- an **O*NET Work Importance Locator Score Report**, containing lists of occupations, and
- the set of instructions they are currently reading.

Note: All of the materials listed above always should be present in each of your clients' WIL packets. If you find that a number of packages are missing materials, you should contact the Center for O*NET Development (contact information listed on page 2 of this Guide).

Completing the O*NET Work Importance Locator

Clients move on to **Instructions** on page 2. This section first provides clients with a brief overview: introducing them to the idea of using cards rather than answering questions, describing the cards (i.e, statements about different aspects of work), and summarizing the task (i.e., sorting the cards into groups based on how important the statement on each card is to the client on his/her ***ideal job***).

Note: The term "ideal job" is in bold and italics. This is the first place that this important concept is described, "the kind of job you would most like to have." Research has demonstrated that individuals' results may be inaccurate if they are thinking about their present or last job while completing the WIL, rather than their ideal job.

Clients are then directed to descriptions of the specific steps they should follow to complete and score the WIL. They are instructed to follow the steps in order. The first two steps involve completing the instrument; the third describes how to score the instrument, and the fourth initiates clients' interpretation of their results.

Step 1. Read the Cards. This step involves clients reading the work aspect (i.e., need statement) described on each card and thinking about the importance of each aspect. Clients are instructed to:

- find the 20 Work Values Cards in their packet,
- read all 20 cards before they go on to Step 2, and
- think about how important it would be for them to have a job like the one described on each card.

Step 2. Sort the Cards. This step involves clients placing the Work Values Cards on the Sorting Sheet in an order that best reflects their importance to the client. Description of this step is included on the Work Value Card Sorting Sheet, as well as in the main body of the WIL, to give clients the maximum opportunity to read and refer to the information. Clients are instructed to:

- find their Work Value Card Sorting Sheet in their packet,
- look at the five columns printed under the Importance Scale at the top of sheet,
- notice that each column has a number 5 (Most Important) to 1 (Least Important),
- put each card in the column that best matches how important it is for them to have a job like the one described on each card, and
- put exactly four cards into each column.

Note: The statement, "Put exactly 4 cards in each column," is in bold and italics. Four cards must be placed into each column. There is no other placement option (e.g., five cards in one column, three in another). Occasionally, clients may complain about having to choose between statements of equal importance to them when placing cards in columns. When this occurs, mention to clients that no single job provides a person with everything they would like, and that they should not spend a great deal of time "over-thinking" the placement of the cards—instead they should use their first impression.

Additional description of the scale is provided to help clarify the use of the Importance Scale. Clients are informed that when they have completed the sorting task, the four most important statements should be in Column 5, and the four least important should be in Column 1. In addition, clients learn that they will have to move the cards around until each column has exactly four cards. They are directed to look at the example on the next page of the WIL for more help.

For Example. This section of the WIL provides clients with a visual example of performing the card sort. Two sample scenarios for the placement of Card A are visually presented:

- First, if Card A describes something more important to the client than what is described on any of the other cards, clients are directed to put the card in Column 5. Card A is placed in Column 5 on the diagram of the sample Sorting Sheet.
- Next, if Card A describes something less important when compared to all the other cards, clients are directed to put the card in Column 1. Card A is placed in Column 1 on the second diagram of the sample Sorting Sheet.

The example also notes that if Card A was neither the most important nor the least important, then it would be placed in one of the other columns (4,3,2) that best matches how the client feels.

The example concludes by reminding clients to "do the same thing for all of the cards." In addition to providing a visual learning aide, the example also is intended to provide clients with another set of near-complete directions in the event that they skipped the written directions on the prior page.

Scoring the O*NET Work Importance Locator

After clients have successfully sorted all 20 cards, they are directed to move on to Step 3 located on page 4 of the WIL.

Step 3. Figure Out Your Work Values Scores. This section starts off by listing the six work values:

Achievement
Independence
Recognition
Relationships
Support
Working Conditions

Clients then are directed to use the Work Value Worksheet on the opposite page of the WIL to figure out their scores for the six work values. Clients are instructed to:

- look at their Work Value Card Sorting Sheet;
- score each card by looking at the number of the column they put it in (the cards in Column 5 each receive a score of 5, the cards in column 4 each receive a 4, and so on);

  (**Note:** The critical concept for clients to understand is that the column number represents the score. The word "score", along with the column number, is bolded in the directions to help clients grasp this very important link.)

- do the same thing for all other cards;
- for each box on their Work Value Worksheet, add up the numbers in the Score Column and write the TOTAL in the space provided; and
- then multiply each TOTAL score by the number shown below that box, and to write their score next to the "=" sign in the box provided.

Clients are given a **NOTICE** at the bottom of page 4 stating that they do not need to multiply the total score to get their Working Conditions value score. However, it is extremely important for clients to multiply the total scores for the other five work values. Clients who fail to do this step will **not** have accurate, functional scores.

For Example: A box with an example is presented along with the instructions listed above. The example directs clients to look at the Achievement box on the next page and to see that Card A is listed first. Clients are then directed to find the column on their Work Value Card Sorting Sheet where they put Card A and to write the number of that column in the scoring space next to Card A in the Achievement box. The example is intended to provide those clients who elect not to read the instructions with the information they need to score the instrument.

Interpreting the O*NET Work Importance Locator

After clients have successfully scored the WIL and have all six work value scores, they are directed to turn to page 6, where they complete Step 4 of the WIL. After they are finished with this step, clients are directed to their WIL score report, where they begin to interpret their WIL results.

Step 4. Copy Your Work Values Scores. This step directs clients to find their two highest work values scores on page 5 and to write the names of those work values, along with the scores, in a space provided at the top of page 6.

Step 5. Go to Your O*NET Work Importance Locator Score Report. This step directs clients to their WIL Score Report, where they can learn what their scores mean and how to use this information to explore careers.

Note: The WIL focuses clients on their two highest work values. This is the reason for the WIL being called a "locator"—because it is designed to help clients quickly discover or locate their top work values. Those clients interested in using information related to all six work values when exploring careers should take the computerized **O*NET Work Importance Profiler**, which allows clients to use all six of their work values scores to explore careers.

Helpful Reminders

The **O*NET Work Importance Locator** was extensively pilot-tested by individuals from a variety of age, experience, and education levels. The vast majority of individuals did not have trouble completing and scoring the WIL on their own. However, there are a few reminders you can give clients to help ensure that they get the most out of the instrument and that they get a true picture of their work values.

A. **Remind clients to read all instructions carefully.** All the necessary information needed to successfully complete the WIL is included in the instrument itself. However, sometimes clients may skip over important information. They may think they don't need to read every word because they "get" how to complete the WIL. The problem with skipping instructions is that users might miss something important, which will influence how they complete and score the instrument. If this happens, their results might not reflect their true work values.

B. **Remind clients to read all 20 cards before going to the sorting task in Step 2.** Sometimes clients will start sorting the cards before reading through all of them. In order for clients to get the most meaningful results, they should read each of the cards before sorting them, so that they have a good understanding of the need statements.

C. **Clients should be encouraged to read each statement, make a choice, and move quickly to the next statement.** It is likely that individuals' first reactions to each statement are the most indicative of their true feelings. "Over-thinking" the placement of the cards may lead to less accurate and less satisfying results.

D. **Remind clients to think about their ideal job.** Clients are directed to think about their ***ideal job***, "the kind of job you would most like to have," when considering the importance of each need statement. It is very important to remind clients to focus on their ideal job when completing the WIL, rather than their present or last job. Research has demonstrated that individuals' results may be inaccurate when they are using the wrong reference for rating the need statements.

E. **Make sure clients put four cards in each column.** In order for the WIL's scoring system to work properly, clients must place four need statements—cards—into each column. There is no other placement option (e.g., five cards in one column, three in another). If clients complain about having to choose between statements of equal importance to them when placing cards in columns, mention to clients that no single job provides a person with everything they would like.

F. **Remind clients to take their time, answer honestly, and enjoy themselves.** The WIL is not a test. There are no right or wrong answers, so clients should be encouraged to answer as honestly and frankly as possible. The WIL is an assessment tool designed to help clients identify information about themselves that they can use to explore the world of work. Remind them that there are no time limits! Clients should relax and take advantage of the information the WIL has to offer.

G. **Make sure clients transfer the column numbers to the Worksheet.** It is extremely important that clients transfer the correct column number (5, 4, 3, 2, or 1) next to the matching work value card letter on their Work Value Worksheet. Verify that clients are transferring the column numbers correctly. If errors are made in this procedure, clients' scores will be inaccurate and not valid.

H. **Remind clients who are scoring the WIL to perform the multiplication step as directed.** It is extremely important for clients to perform the multiplication step as directed for five of the work values scores. Clients who fail to do this step will not have accurate, functional scores.

GROUP ADMINISTRATION

The **O*NET Work Importance Locator** also is suited to group administration. The term "group administration" has a variety of definitions that is often dependent on the type of instrument being administered. For the WIL, group administration means that a professional (e.g., counselor, teacher, program leader) leads the administration of the WIL and provides assistance to WIL users. It can include, but is not limited to, the following procedures:

- Reading the instructions aloud to clients as they read along with the leader. You can also have individuals take turns reading parts of the instructions aloud.
- Answering clients' questions regarding WIL instructions. For example, clients may have a question concerning what they should think about when they are reviewing their cards (i.e., ideal job), how they should use their Work Value Card Sorting Sheet, or what they should do if they want to put more than four cards in a particular column.
- Monitoring clients as they complete WIL items, making sure that they put exactly four cards in each column, and also that they don't appear to be "over-thinking" or second guessing their card placements.
- Answering clients' questions about specific card statements. Clients, especially those with little work experience, may need help understanding some of the work-related concepts included in the need statements. For example, they may not be familiar with the concept of supervisors "backing up" their workers or having a job with good "working conditions."

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- Working step-by-step through the scoring procedures. The leader may choose to read out loud the **Step 3** instructions located on page 4. The leader also could read the **For Example** section to the clients as they follow along. Another option includes having the clients first score their **Achievement** work value, verifying the achievement score they came up with, and then having them move on and score their remaining work values.

Below are some questions and answers regarding group administration that can help you decide if you want to administer the WIL in a group setting.

What locations are better for group administration?

Just like self-administration, a group administration should take place in locations where individuals will be able to concentrate and focus on the WIL. A classroom or library is ideal for a group administration. In addition, clients will need to have access to a flat area (e.g., desk or table) on which to place their Work Value Card Sorting Sheet while they are working on the WIL. Clients can sit at individual desks, or they can sit around a table to facilitate group interaction during discussion of results (see the **Interpretation of O*NET WIL Results** section of this Guide). It is very important to remember, however, that clients should sort their WIL cards on their own, based on what *they think* is important on their ideal job. They should not be influenced or persuaded by the ways that fellow group members decide to sort their own cards.

When is it appropriate to administer the WIL in a group setting?

The WIL is appropriate for group settings that occur in a variety of programs (e.g., schools, employment service offices, outplacement centers). For example, the WIL could be part of a vocational training program in which clients talk about their results and the ways that the WIL helped them discover important information about themselves. The leader also could have clients discuss where they learned about their perceptions of work (e.g., experience on current or previous jobs; parents and friends; television, books, and other media) and how these perceptions may have played a role in their results.

A program may have certain clients who require "extra help" to complete the WIL. For example, some clients may have less than an eighth grade reading level, they may be very unfamiliar or nervous about taking assessment tools, or they may have trouble focusing on a task. Group administration is also appropriate for individuals who might have some trouble with the English language (e.g., English-as-a-Second-Language Students).

How long will it take to conduct a group administration of the O*NET Work Importance Locator?

Group administrations should take **approximately 45 minutes**. This includes leading clients through taking the items and scoring the instrument. Interpretation of results will take an additional period of time that varies, depending on the amount of detail and depth the leader elects to cover (see **Interpretation of O*NET WIL Results** section for a discussion of some options).

Can a group administration be held over two sessions?

No, it is **not recommended.** Similar to self-administration of the WIL, leaders are strongly encouraged to have their clients complete and score the WIL in one sitting. The WIL contains loose cards that must be placed and moved about on the Work Value Card Sorting Sheet. Storing clients' cards and Sorting Sheet between sessions increases the likelihood that their cards will be misplaced—shuffled—leading to inaccurate results. In addition, research has demonstrated that a person's first response is often the most accurate. Clients may be tempted to change some of their responses during the second session, leading to ambiguous results. Interpretation of results, discussed in the next section of this Guide, can take place in a second session.

Are there certain things I should pay particular attention to during a group administration?

Yes. The same "reminders" that were presented in the self-administration subsection apply to group administration. These reminders are summarized below:

A. Remind clients to read all instructions carefully.

B. Remind clients to read all 20 cards before going to the sorting task in Step 2.

C. Encourage clients to read each statement, make a choice, and move quickly to the next statement.

D. Remind clients to think about their *ideal job.*

E. Make sure clients put four cards in each column.

F. Remind clients to take their time, answer honestly, and enjoy themselves.

G. Make sure clients transfer the correct column numbers to the Worksheet.

H. Remind clients who are scoring their WIL to perform the multiplication step as directed.

How many clients can participate in a WIL group administration at one time?

The maximum number for a group administration should be about 25. Any group larger than this will make monitoring the completion and scoring of the WIL difficult. There is no minimum size requirement for group administration of the WIL. For example, you might decide to do a group administration for only two clients, if you have the time or if the clients require special attention.

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COMBINING ADMINISTRATION METHODS

Another option for programs using the WIL is to combine methods of administration. That is, some assistance could be provided and/or clients might take the majority of the instrument on their own and only receive assistance during certain portions of the administration. Two examples of combination strategies are described below.

Providing Assistance to an Individual Client

A program might have clients who have poor reading skills and/or trouble focusing on tasks. For this type of client, a one-on-one session might be appropriate, with the counselor and client taking turns reading the instructions. The client could receive help sorting the first couple of cards. After finishing the WIL, the client could receive help scoring the instrument, perhaps scoring the first work value together, and then working on the rest of the values on his or her own. The counselor could check the individual's work as progress is made on scoring the additional values.

Note: If, after receiving help on the first couple of items, the client cannot complete the remaining items on his or her own, the instrument is probably not appropriate for the individual. It is important to remember that the instrument has approximately an eighth grade reading level.

Of course, the amount of assistance provided to clients depends on their skills and abilities. Thus, unlike the type of client described above, a program might have a client who can read instructions on his/her own and complete the items without assistance, but who needs help scoring the instrument. With this client, simply start the person on the instrument, give him or her the proper "reminders" (see **Self-Administration** subsection for a list of reminders), and then assist the client in scoring the instrument.

Combining Self-Administration and Group Administration Methods

The **O*NET Work Importance Locator** is designed to be flexible, so that different methods of administration can be used or combined. It is perfectly acceptable to combine self- and group administration methods. For example, one option includes reading the instructions together, then having the clients complete the instrument and scoring at home. Or, clients might be directed to read the instructions ahead of time on their own and then actually complete the instrument in a group setting, where they can get assistance if needed.

Again, the level of assistance provided to a single client or a group of clients depends on their capabilities. Based on administrator/counselors' experience with the individuals, a decision can be made regarding what clients can do by themselves and where they might need some help.

In the section that follows, **Interpretation of O*NET WIL Results**, the flexibility of the **O*NET Work Importance Locator** is demonstrated once again. As with administration, the score interpretation materials were designed for clients to use on their own. However, there may be a need to provide some additional assistance to clients, and a group interpretation session is an optional activity.

INTERPRETATION OF O*NET WORK IMPORTANCE LOCATOR RESULTS

The **O*NET Work Importance Locator** was designed to enable the majority of people to interpret and use their results for career exploration on their own. Along with the instrument, clients receive an **O*NET Work Importance Locator Score Report**. This report helps them understand what their results mean and provides instructions for applying their results to start exploring careers using **O*NET OnLine**, an application available on the Internet at http://www.onetcenter.org . **O*NET OnLine** helps clients explore the occupational information in the O*NET database.

Information presented in the following subsections of this Guide includes:

- A brief overview of the Theory of Work Adjustment (Dawis & Lofquist, 1984), the theory behind the **O*NET Work Importance Locator**. Familiarity with the theory will provide an understanding of the use of work values for career exploration, and help clarify the design and intent of the WIL and its associated score report.
- A description of each part of the Score Report. The descriptions include an explanation of the information each part communicates to clients.
- Possible challenges that clients might face with a particular portion of the Score Report. Descriptions of the challenges are presented along with solutions that you can use to help clients better understand the Score Report.

  Note: As mentioned previously, the **O*NET Work Importance Score Report** was designed for self-use. You, however, may wish to work with clients in interpreting their results.
- Suggestions for program activities that can help clients interpret and use their results.

THE THEORY OF WORK ADJUSTMENT

Overview

The **O*NET Work Importance Locator** is based on Dawis and Lofquist's (1984) Theory of Work Adjustment. The theory, which has evolved over four decades of research, provides a comprehensive model conceptualizing the interaction between individuals and work environments.

The interaction is made up of an initial "fit" between individuals and their environment, as well as dynamic elements that characterize ongoing adjustments made by both the individuals and the work environment. In other words, individuals with particular characteristics are best suited for jobs that have work demands that correspond with those characteristics. Individuals depend on the work environment to reinforce their characteristics or "needs," and the work environment depends on individuals to meet the demands or "requirements" of the job. The greater the correspondence between the individual and the work, the greater the likelihood of job satisfaction, performance, and tenure. Once an individual is in a particular job, however, over a period of time the job will affect the characteristics of the worker, and the worker will affect the demands of the job.

While the theory is quite extensive and complex, there are four major concepts that are critical to its understanding. A summary of each concept is listed below:

- The fit between the needs of an individual and the reinforcers provided by the work environment affects how satisfied the individual is with work.
- The fit between the abilities of an individual and the ability requirements of the occupation affects what the theory calls "satisfactoriness." This term refers to how satisfied the work is with the individual. To make the theory a little more user-friendly, "satisfactoriness" can be thought of as how well the individual "performs" on the job. **Note**: This Guide will use the term "performance."
- Performance influences satisfaction, and satisfaction influences performance.
- How long an individual stays on the job (i.e., tenure) is affected by both satisfaction and performance.

Stated simply, the four concepts above advocate that when exploring careers, individuals are: more likely to be satisfied by jobs that meet their needs, are more likely to perform better if they have the abilities necessary to do the job, will perform better if satisfied, and will be more satisfied the better they perform. Lastly, individuals will stay on the job longer if satisfied and performing well.

How do work values tie into the Theory of Work Adjustment?

Work values have a critical role in the practical application of the theory. Needs, which were referred to above, are specific aspects of work that an individual requires to be satisfied. They are specific work characteristics that are important to individuals. Examples include: security, variety, responsibility, and creativity. However, individuals, especially those exploring careers, may not think about what is important to them in the world of work in such specific terms. Instead, they tend to think about work more globally. They often have general standards of what is important. This is where work values enter into the equation. The vast number of specific needs identified by years of empirical research can be grouped together according to broad themes of importance. These groupings make up what the lay person generally recognizes as work values. Examples of work values include: achievement, recognition, and independence.

Therefore, a more practical application of the theory involves replacing the concepts of an individuals' needs with work values. For example, it is the fit between the work values of an individual and the reinforcers provided by the work environment that affects how satisfied the individual is with work. If work gives individuals what they value, then they tend to be satisfied with their jobs.

NEEDS
NEEDS
NEEDS
WORK VALUES
SATISFACTION

When they are dissatisfied, it is most likely because their important work values are not being met. It is necessary to stress, however, that people differ in what they consider important on their ideal jobs.

Work Values in the O*NET Work Importance Locator

The **O*NET Work Importance Locator** directs individuals to sort 20 statements describing specific needs into five levels of importance. Each of the needs matches up to one of the six work values the instrument was designed to measure: Achievement, Working Conditions, Recognition, Relationships, Support, and Independence (see page 24 of this Guide for a summary of each work value). The rank ordering of an individual's needs provides the information necessary to determine the person's most important work values. Listed below are the six work values along with the specific needs that fall under each value (needs are italicized):

- Achievement
  - *Ability Utilization*
  - *Achievement*
- Independence
  - *Creativity*
  - *Responsibility*
  - *Autonomy*
- Recognition
  - *Advancement*
  - *Recognition*
  - *Authority*
- Relationships
  - *Co-Workers*
  - *Social Service*
  - *Moral Values*

Support
- *Company Policies and Practices*
- *Supervision, Human Relations*
- *Supervision, Technical*

Working Conditions
- *Activity*
- *Independence*
- *Variety*
- *Compensation*
- *Security*
- *Working Conditions*

Using an Individual's Work Values to Identify Occupations to Explore

The purpose of the WIL and its corresponding occupational lists is to help clients explore occupations that are likely to reinforce their top work values. Each occupation in **O*NET OnLine** has been assigned ratings on how much its environment reinforces each work value and need (see ***Determining the***

Occupational Reinforcer Patterns for O*NET Occupational Units [McCloy, Waugh, Medsker, Wall, Rivkin, & Lewis, 1999a] for a detailed discussion of the development of this information). Providing clients with a listing of those occupations with environments most likely to reinforce their top work values allows clients to increase the likelihood of exploring careers and jobs that they are likely to find satisfying and rewarding.

What is the difference between work values and vocational interests?

Although some people have used the terms work values and vocational interests interchangeably, they **do not represent the same concepts**. Work values emphasize what is *important* or *unimportant* to an individual, whereas interests refer to what an individual *likes* or *dislikes*. Typically, questions used to assess values focus on *ends*, such as goals or standards, whereas questions used to assess interests focus on *means*, such as activities (Dawis, 1991). For example, a person who communicates an interest in doing volunteer work in a nursing home might express a value that it is important to be of service to other people.

Do individuals' abilities also have an important role in the theory?

Yes, in addition to needs/values, abilities serve a critical role in the Theory of Work Adjustment. The fit between an individual's abilities and the ability requirements of a job affects performance. In addition to taking the **O*NET Work Importance Locator**, clients who are exploring careers are encouraged to take an assessment tool, such as the **O*NET Ability Profiler**, to help them learn about their abilities (for more information on the **O*NET Ability Profiler**, contact the National Center for O*NET Development).

Note: Refer to the reference section of this guide for a listing of additional reading materials related to the Theory of Work Adjustment.

O*NET WORK IMPORTANCE LOCATOR SCORE REPORT

Below, each section of the **O*NET Work Importance Locator Score Report** is described.

Name and Date

Clients should write their name and the date in the spaces provided on page 1 immediately after they receive their **O*NET Work Importance Locator Score Report**. Recording this information will help clients to keep track of their Score Report.

The O*NET Work Importance Locator: How can it help you?

This section reminds clients that they completed the WIL to identify their work values. It tells them that the WIL had them rank different aspects of work that represent six important work values. The section informs clients that they are going to use their "highest" work values, which they identified and learned about at the end of the WIL, to explore the world of work.

Finally, this section reinforces the notion of the proper use of **O*NET Work Importance Locator** results. It reminds clients that results should be used for career exploration purposes only, and that they should not be used for employment selection or applicant screening.

What are your highest work value scores?

This section asks clients to write down the score and name of their two highest work values from page 6 of their WIL (Step 4). It also asks clients to transfer the same information to page 10 of the Score Report. Page 10 is a summary sheet designed to help clients gather all of the information they will need to explore careers.

Possible Client Challenges

- Clients might forget to write their work values information on the Summary Sheet (page 10).
- Some clients might have trouble copying their scores from the WIL.
  - ☞ Point out that the information they need to copy to their Score Report should be written in the yellow box on page 6 of the WIL.

Possible Client Challenges (continued)

- Clients' top work values may have the same score or have scores within 5 points of each other.
  - ☞ If clients' top work values have scores that are equal or within 5 points of each other, let clients know that they should start exploring careers with the work value they think best represents them based on their experiences.
- Clients might think the work values with their highest scores don't represent them.
  - ☞ Inform clients to keep working through the Score Report because, in later sections of the Score Report, options for changing or re-evaluating their WIL results are presented.

Using Your Work Values to Explore Careers

This section of the Score Report explains to clients that work values are useful when exploring careers because occupations that meet their work values are more likely to be satisfying and rewarding, as compared to occupations that do not. The section reminds clients that, in addition to work values, there is a variety of information about themselves that is useful when exploring careers. Clients are introduced to the concept of *whole-person assessment*—the more you know about yourself, the more likely it is that you can find satisfying work.

What Your Work Values Mean

This section of the Score Report provides clients with the summaries of the six work values, as listed below, and asks them to read, at the very least, the definitions for their two highest work values to get a better understanding of these work values for exploring jobs.

- **Achievement**—If Achievement is your highest work value, look for jobs that let you use your best abilities. Look for work where you can see the results of your efforts. Explore jobs where you can get the feeling of accomplishment.
- **Independence**—If Independence is your highest work value, look for jobs where you can do things on your own initiative. Explore work where you can make decisions on your own.
- **Recognition**—If Recognition is your highest work value, explore jobs with good possibilities for advancement. Look for work with prestige or with potential for leadership.
- **Relationships**—If Relationships is your highest work value, look for jobs where your co-workers are friendly. Look for work that lets

you be of service to others. Explore jobs that do not make you do anything that goes against your sense of right and wrong.

- **Support**—If Support is your highest work value, look for jobs where the company stands behind its workers and where the workers are comfortable with management's style of supervision. Explore work in companies with a reputation for competent, considerate, and fair management.
- **Working Conditions**—If Working Conditions is your highest work value, consider pay, job security, and good working conditions when looking at jobs. Look for work that suits your work style. Some people like to be busy all the time, or work alone, or have many different things to do. Explore jobs where you can take advantage of your particular work style.

What occupations are linked with your work values?

This is a critical section of the Score Report. It introduces clients to the process of linking their work values to occupations. First, it explains to clients that the Score Report contains six occupational lists, one for each work value. The occupations included in each list are those that will most likely reinforce or satisfy individuals with that particular work value.

Additionally, the concept of Job Zones is introduced to clients. Each of the six occupational lists are further divided into five Job Zones. Each Job Zone contains occupations that require similar levels of education, training, and experience. This information is important for clients to consider when exploring careers. It helps clients get an accurate picture of how much preparation is required to pursue certain occupations. Thus, when exploring careers, it is not enough just to have an occupation match your work values. You must also consider the amount of education, training, and experience needed to qualify for and be successful in occupations.

Note: Occupations were placed in Job Zones based on Specific Vocational Preparation (SVP) ratings located in the *Dictionary of Occupational Titles* (U.S. Department of Labor, 1991). For a further explanation of this process, see Oswald, Campbell, McCloy, Lewis, and Rivkin (1999).

Note: In the Score Report and in the **Work Importance Locator O*NET Occupations Master List**, occupations are sorted under the different work values based on their occupational reinforcer pattern (for a further explanation of the occupational reinforcer patterns, see McCloy et al., 1999a). The majority of occupations are listed based on their Primary Work Value within Job Zones. To provide clients with a variety of occupations to explore (i.e., present 20 occupations per Work Value/Job Zone cell), where feasible, some occupations are included based on their Secondary or Tertiary Work Value. To make the Score Report less cumbersome for clients, a maximum of 20 occupations per Work Value/Job Zone cell are presented. For those cells for which more than 20 occupations were present, a sample of occupations was drawn. Clients interested in the entire listing of occupations should refer to the **Work Importance Locator O*NET Occupations Master List.**

What is a Job Zone?

In this section clients learn more about why occupations are placed within Job Zones and how Job Zones can help them focus their career search. Clients are given a brief definition of each Job Zone and are introduced to the concepts of Current Job Zone and Future Job Zone.

Clients' Current Job Zones are comparable to the amount of education, training, and experience they have now. They can consider this amount of preparation when exploring careers, or they can use their Future Job Zone—the amount of education, training, and experience they expect to have in the future, after they finish high school, college, or a vocational training program.

For clients with less work experience, use of their Future Job Zone for exploring careers is probably more appropriate. This will give them broader exploration opportunities and will more accurately reflect their career aspirations. However, the Score Report does *not* tell clients which Job Zone type they should use to explore careers. It leaves the choice up to them.

Possible Client Challenges

- Clients might have a hard time deciding whether to use their Current or Future Job Zones to explore careers.
  - ☞ Suggest that clients with little work experience, who have not yet decided how much education to pursue, select a Future Job Zone. This will allow them to open their minds to possible careers that they may not have considered. Clients will get a better understanding of how "higher" job zones affect career choices. .

- Clients may have a difficult time understanding the concept of Future Job Zone.
  - ☞ Encourage clients to think about themselves in the future. What do they want their lives to be like as adults? Encourage them to think about the "most" they can do in their lives.

Job Zone Definitions

This section of the Score Report contains complete definitions of the Job Zones. By reading each definition, clients will begin to learn the differences among the five Job Zones. As they move from Job Zone 1 to Job Zone 5, more experience, education, and training are required. For example, many occupations in Job Zone 1 require either a GED or a high school diploma, frequently need very little previous work-related experience, and usually involve simple training that can be delivered by a co-worker. Contrastingly, Job Zone 5 includes occupations that need the most overall preparation. These occupations frequently require advanced degrees, such as Ph.D., M.D., or J.D., and at least four years of work-related experience.

Possible Client Challenges

- Clients might have difficulty distinguishing between Job Zones that are next to each other (e.g., the difference between Job Zones 3 and 4).
  - ☞ Clients should pay particular attention to the "Overall Experience" category within Job Zones. This section of the definition can help clients figure out the differences among Job Zones.
- Clients might need more "familiar" examples of occupations that fit into a particular Job Zone to really understand the Zone.
  - ☞ You may want to look at occupational "snapshots," which are included in **O*NET OnLine**, to find other examples of occupations within a Job Zone.

Which Job Zone suits you best?

This section has clients select the Job Zone that they want to use to explore careers. Clients are asked several questions to help them focus on a Job Zone. Once again, they are instructed to think about whether they want to use their Current Job Zone or Future Job Zone to explore careers.

Clients are instructed to write down the Job Zone(s) they select in the spaces provided on the summary sheet located on page 10 of the Score Report.

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Possible Client Challenges

- Clients might have difficulty understanding the differences between Job Zones.
  - ☞ As discussed in the Job Zone Definition section above, clients might need more examples of occupations within a Job Zone in order to really understand the Zones.

- Clients might have difficulty deciding whether they should use their Current or Future Job Zone to explore careers.
  - ☞ Clients should be encouraged to use a Future Job Zone because this will provide broader career exploration opportunities. For some clients, it might be helpful to explore a variety of Job Zones, so they can see how their career opportunities expand as they achieve more education, training, and experience.

Exploring Careers Using Your Work Values and Your Job Zone

Now clients are ready to use their work values and Job Zone(s) to explore careers. This section of the Score Report provides clients with a step-by-step description for using the information they discovered about themselves to explore occupations. These steps are summarized below.

1. **Look at your highest work value occupations.**
   Clients are informed that the occupational lists begin on page 11. They then are directed to look through the six occupational lists until they find the list with the title that corresponds with their highest work value. The section lets them know that these occupations have the best chance of satisfying their work values.

2. **Review the occupations in your Job Zone.**
   Clients are directed to find the section of their work values list that matches their Job Zone. They are reminded that a Job Zone will help them find occupations that will make the best use of either their current or future knowledge and skills. Clients are encouraged to use the Summary Sheet on page 10 of the Score Report to write down the titles of occupations that they want to explore and find more information about.

   Note: Each list of occupations is clearly divided into the five Job Zones. Clients should be able to find their Job Zone section easily.

3. **Find out more about the occupations.**
   Here clients are instructed to look in **O*NET OnLine** to find out information about the occupations they want to explore. Information about occupations that clients can learn about includes: work activities, skills, and the wage/future employment outlook.

Note: Clients should be able to use **O*NET OnLine** on their own for career exploration. You may, however, wish to hold an **O*NET OnLine** training session to help them locate the most important information in **O*NET OnLine** for career exploration. For more information on **O*NET OnLine,** contact the National Center for O*NET Development (contact information listed on page 2 of this Guide).

4. **Check the Work Importance Locator O*NET Occupations Master List.** This list is configured just like the lists in the Score Report, but it contains more occupations. Clients can look at the Master List to find more occupations linked to their work values and Job Zones. Clients are told that they can get this list from their teacher or counselor.

5. **Still want more? Check your Job Zone and your next highest work value.** Like Step 4, this step gives clients more options to find other occupations that they might like to explore. They are told to review their Job Zone selection to see if another Job Zone might be more appropriate. They are also told to explore occupations under their next highest work value. Finally, they are reminded to refer to the Master List for more occupations.

   Note: The purpose of Step 5 is to encourage clients to expand their career exploration and to give them options for exploring occupations that they might find satisfying and rewarding.

6. **Is there a particular occupation you want to explore?** Some clients may have certain occupations that they want to explore which do not appear in their occupational lists because the occupations do not match their work values or Job Zone. Clients are directed to find the list of occupations where the occupation they want to explore is placed. They are reminded that, within each list, the occupations are presented in alphabetical order. After clients find the occupation, they will know which work value it is most likely to satisfy. The section directs clients to go back to page 5 of their WIL and look up their score for that work value. Clients are informed that if the score is less than 15, they are less likely to find this particular occupation satisfying.

7. **Want to know about a particular occupation not on your list?** Clients also can use **O*NET OnLine** to learn more about an occupation not on their list. This section of the Score Report informs clients that they can find those occupations in the **Snapshot** part of **O*NET OnLine.** The section also contains a series of questions that clients may want to consider when looking at a particular occupation. For example, how high is their score for the occupation's work value? Is the score for that work value close to their two highest scores? Clients are informed that if the work value is one of their four lowest scores on the WIL, it may not be suited to their work values, and that they may want to think about why they selected this occupation to explore.

The section also directs clients to consider what they think is important about this particular job. Examples presented include: money, glamour, excitement. Clients are encouraged to explore the occupation further to ensure that the work will be satisfying to them. Clients are provided with suggestions for learning more about the occupation, including reading about the occupation in other reference materials, talking to someone who is actually in the job, or taking additional **O*NET Career Exploration Tools** to see how different pieces of information about themselves match the occupation. The options are presented to clients to facilitate their ability to better assess a particular occupation. By following these options, clients can develop more viable career aspirations.

Not really sure you agree with your results?

This is an optional section for clients. Clients who have confidence in their results are directed to skip forward to page 9 of the Score Report.

Some clients, however, may decide that their WIL results do not accurately reflect their work values. This section gives clients options designed to help them become more comfortable with their WIL results. The goal of this section is to make sure that clients continue to explore careers even if they are not happy with their WIL results. The WIL was developed to encourage, not discourage, clients' career aspirations.

The options that clients can follow are presented below:

1. **Check your card sorting.**
   Clients are directed to reread the instructions for Step 2 of their WIL and to verify that they sorted their cards correctly. Clients who still have the cards sorted onto their **Work Value Card Sorting Sheet** are asked the following questions to help them make sure they completed the card sorting properly:
   - Did they put exactly four cards into each column?
   - Are the most important work value cards in Column 5?
   - Are the next most important work value cards in Column 4?
   - Are the next most important work value cards in Columns 3 and 2?
   - Are the least important work value cards in Column 1?

2. **Check your scoring.**
   Clients are directed to reread the instructions for Step 3 and to verify that they scored their WIL correctly. Clients are encouraged to double-check their answers to make sure that they really understood the instructions. They are informed that their scores should fall between 6 and 30. Clients then are asked the following questions to help them make sure that they scored the instrument properly:
   - Did they put the correct column number (5, 4, 3, 2, or 1) next to the matching work value card letter on their Work Value Worksheet?

- Did they add up the scores within each colored box correctly? Clients are encouraged to check their addition.
- Did they multiply the sum of their Work Values Scores correctly? Clients are encouraged to check their multiplication.
- Did they multiply the Working Conditions value by mistake? Clients are reminded the total score for Working Conditions does **not** need to be multiplied.
- Did they copy their highest Work Value Scores from Step 3 to Step 4 (page 6 of the WIL) correctly?

3. **Take another look at the occupations listed for your highest work value.** This section encourages clients to take another look at the occupations listed for their highest work value. By taking a closer look at the occupations on the list, clients may find that there are, in fact, some occupations with their highest work value that are worth exploring.

   Clients are asked to consider if they are interested in any of the occupations listed. Are the clients familiar with all of the occupations on the list? Clients are reminded that **O*NET OnLine** can provide them with additional information.

4. **Use your next highest work value to explore careers.** Clients are presented the option to use their next highest work value to explore careers. They are asked to read the definition of their next highest work value, and think if it describes their values better than their highest work value. Clients are also directed to look at the occupations that are listed under their next highest work value. The section asks clients to consider whether the occupations appear to be "more in line" with their values, and whether there are any occupations they would want to explore further.

5. **Try your work value results out.** This section encourages clients not to "give up" on their results too soon. It points out that once clients use the results of their WIL to explore careers, they may find that their scores make sense.

   Clients are encouraged to:

   - Explore some of the occupations linked to their highest work value to determine what the jobs really entail and to see if the occupations have any of the characteristics that the clients find important in work.
   - Talk to some people who work in one of the occupations linked with their highest work value. This can give them a better idea about what is actually involved in performing the occupation.

Using Your Work Values with Other Career Exploration Tools

This section introduces the idea of using WIL results along with **O*NET Interest Profiler** (IP) results. Clients are presented with the notion of the **O*NET Occupations Combined List: Interests and Work Values,** which allows them to use both their WIL and IP results to explore careers. A list of other career exploration tools is provided to clients, and the idea of using different pieces of information about themselves to explore careers is reinforced.

O*NET Occupations

In this final section of the Score Report, clients are presented six work values occupational lists, each divided into five Job Zones. Occupations within a Job Zone section are linked to that Job Zone, as well as to the overall work values area the list represents. Each occupation is described by an O*NET title and occupational code. Clients can use either the title or the code to find the occupation in **O*NET OnLine.**

On the Summary Sheet located on page 10, clients are instructed to record (if they haven't already done so) their highest work values and their current and future Job Zones. They are also instructed to record in the space provided the occupations that they have selected to explore.

In general, the Job Zones within each work value occupational list contain approximately 15 to 20 O*NET occupations. These occupations were selected because they are representative of the total group of occupations that are listed in the corresponding section of the **Work Importance Locator O*NET Occupations Master List.** They also were selected because they represent different areas of the world-of-work.

The majority of occupations were assigned to a particular list because their work environment was rated highest for that value. However, some occupations also were assigned to a list based on their environment's second and/or third value. These occupations are identified by either a double or triple asterisk.
NOTE: Due to the assignment procedure, an occupation can be located in multiple work value lists.

SUGGESTIONS FOR SCORE INTERPRETATION PROGRAM ACTIVITIES

The WIL Score Report also can be used to facilitate group sessions aimed at helping your clients interpret their results. For example, you can work step-by-step with clients through the Score Report. Clients can take turns reading sections or discussing their feelings about their results. Another option is to work with your clients to help them decide whether they want to explore additional occupations using other Job Zones or other work values.

To help clients better understand their work value results, activities that you can incorporate into your career exploration/vocational training program are presented below. These activities can be used in a group setting or individually by clients, or you might decide to have clients work on some sections of the activities independently and on other parts in a group.

- **Use different Job Zones and work values to explore careers.**
  Clients can try out other Job Zones and work values to explore careers. This can help them confirm their results (e.g., they can see that the other work values/Job Zones do not contain occupations that they wish to explore), or they might find other work values/Job Zones that they want to use to explore occupations. Finally, this activity can give them a broader picture of the world-of-work.

- **Clients can try their results out.**
  Clients could visit an individual working in one of the occupations they are thinking of pursuing. They could actually see what the person does on the job. They can talk to the employees in the job to learn about the work values that the employees have and how they compare to their own work values. You might want to have clients prepare a list of questions to ask employees.

  If clients can't visit a person in the job, they could find a friend or relative in a job they may wish to pursue. They could talk to the person and report back to the class:
  1) what the person thinks is important about the job,
  2) what the person does on the job, and
  3) what the person's work values and interests seem to be.

- **Use America's Job Bank (AJB), and other sources to look for jobs.**
  AJB, which can be found on the Internet, **http://www.ajb.org,** helps clients to see the types of job openings that exist for occupations they have selected to explore. If clients do not have access to the Internet through their school or home, they can go to their local employment service office to gain access to AJB. Clients also can try to find their occupations in the classified section of a newspaper.

- **Identify the highest work value of an occupation using the six work values.**
  Provide clients with a list of occupations. Have each client assign a top work value to each occupation. In a group, have clients discuss the characteristics about each job that caused them to assign their rating.

- **Use O*NET OnLine to explore occupations.**
  Clients can explore particular occupations using **O*NET OnLine**, **http://www.onetcenter.org**. They can be directed to find other information about the occupation that supports their view that the occupation is indeed one that they should pursue further. They can also be instructed to find information that supports their view that a particular occupation is not right for them.

- **Use America's Learning eXchange (ALX) to find courses related to occupations.** ALX, which can be found on the Internet, http://www.alx.org , allows users to see training programs and courses available for the occupations they have chosen to explore. They also can learn about requirements for licensing or certification.

WHERE CAN I GET MORE HELP WITH USING THE O*NET WORK IMPORTANCE LOCATOR?

For more information about the **O*NET Work Importance Locator** and its Score Report, contact the Center for O*NET Development:

Internet:
http://www.onetcenter.org

E-mail:
o*net@esc.state.nc.us

Mail:
Customer Service
National Center for O*NET Development
Post Office Box 27625
Raleigh, NC 27611

FAX: (919) 715-0778

DEVELOPMENT OF THE O*NET WORK IMPORTANCE LOCATOR

Two primary goals served as the basis for the development process of the **O*NET Work Importance Locator**:

1) Create a self-scoring, self assessment instrument that measures the work values identified by the Theory of Work Adjustment (Dawis & Lofquist, 1984). The WIL is based on a previously developed measure of work values, the Minnesota Importance Questionnaire (MIQ; Rounds, Henly, Dawis, Lofquist, & Weiss, 1981). However, the MIQ is not well suited for self- assessment. In particular, its scoring system is complex and, therefore, can be performed only by the publisher. Steps were taken to design the WIL in a manner that allows clients to score their work values immediately after its completion and to ensure that clients can understand how to complete and interpret the results of the instrument without the aid of a counselor or teacher.

2) Develop an instrument that reliably and accurately measures the work values identified by the Theory of Work Adjustment (Dawis & Lofquist, 1984). While the WIL is based on the MIQ, modifications to the items and procedures were necessary. Steps were taken to ensure and verify that such alterations did not compromise the instrument's psychometric characteristics, including the test-retest reliability, internal consistency, and accuracy of its scores.

The following sections summarize the development and evaluation of the WIL. For a more technical and comprehensive description of the WIL, refer to following technical report available from the National Center for O*NET Development: ***Development of the O*NET Work Importance Locator*** (McCloy et al., 1999b).

DEVELOPMENT

The WIL uses a card-sorting task that is similar to the Q-sort technique (Stephenson, 1953). Clients complete the WIL by sorting 20 cards, each containing a description of a need statement, in terms of their relative importance in the client's ideal job. The following are examples of need statements:

- "My pay would compare well with that of other workers."
- "I could do things for other people."
- "I could be busy all the time."
- "I could try out my ideas."

- "The job would provide an opportunity for advancement."

Before reaching its current form, several iterations of the WIL were developed, modified, and enhanced based on customer feedback from multiple pilot studies. These modification stages are briefly described below.

Initial Version

As stated previously, the WIL was based on the Minnesota Importance Questionnaire (MIQ; Rounds, Henly, Dawis, Lofquist, & Weiss, 1981). All items or need statements contained in the WIL were based on the original 21 need statements from the MIQ. Many of the items, however, were worded somewhat differently from their MIQ source items. For the most part, the items were modified to match statements describing work values that are found in **O*NET OnLine.** Table 1 provides the new wording of the need statements, along with the original wording of each statement from the MIQ.

Table 1.

Wording Changes for the 21 Need Statements

WIL	Original MIQ Items
1. On my ideal job it is important that I make use of my abilities.[1]	1. On my ideal job it is important that I could do something that makes use of my abilities.
2. On my ideal job it is important that the work could give me a feeling of accomplishment.[1]	2. On my ideal job it is important that the job would give me a feeling of accomplishment.
3. On my ideal job it is important that I could be busy all the time.	3. On my ideal job it is important that I could be busy all the time.
4. On my ideal job it is important that the job would provide an opportunity for advancement.	4. On my ideal job it is important that the job would provide an opportunity for advancement.
5. On my ideal job it is important that I could give directions to others [2]	5. On my ideal job it is important that I could tell people what to do.
6. On my ideal job it is important that I would be treated fairly by the company.[2]	6. On my ideal job it is important that the company would administer its policies fairly.
7. On my ideal job it is important that my pay would compare well with that of other workers.	7. On my ideal job it is important that my pay would compare well with that of other workers.
8. On my ideal job it is important that my co-workers would be easy to get along with.[2]	8. On my ideal job it is important that my co-workers would be easy to make friends with.

WIL	Original MIQ Items
9. On my ideal job it is important that I could try out my own ideas.[1]	9. On my ideal job it is important that I could try out some of my own ideas.
10. On my ideal job it is important that I could work alone.[1]	10. On my ideal job it is important that I could work alone on the job.
11. On my ideal job it is important that I would never be pressured to do things that go against my sense of right and wrong.[3]	11. On my ideal job it is important that I could do the work without feeling that it is morally wrong.
12. On my ideal job it is important that I could receive recognition for the work I do.[1]	12. On my ideal job it is important that I could get recognition for the work I do.
13. On my ideal job it is important that I could make decisions on my own.	13. On my ideal job it is important that I could make decisions on my own.
14. On my ideal job it is important that the job would provide for steady employment.	14. On my ideal job it is important that the job would provide for steady employment.
15. On my ideal job it is important that I could do things for other people.	15. On my ideal job it is important that I could do things for other people.
16. On my ideal job it is important that I would be looked up to by others in my company and my community.[2]	16. On my ideal job it is important that I could be "somebody" in the community.
17. On my ideal job it is important that I have supervisors who would back up their workers with management.	17. On my ideal job it is important that my boss would back up the workers (with top management).
18. On my ideal job it is important that I would have supervisors who train workers well.[1]	18. On my ideal job it is important that my boss would train their workers well.
19. On my ideal job it is important that I could do something different every day.	19. On my ideal job it is important that I could do something different every day.
20. On my ideal job it is important that the job would have good working conditions.	20. On my ideal job it is important that the job would have good working conditions.
21. On my ideal job it is important that I could plan my work with little supervision.	21. On my ideal job it is important that I could plan my work with little supervision.

[1] Minor difference in the wording between WIL and MIQ

[2] Moderate difference in the wording between WIL and MIQ

[3] Substantial difference in wording between WIL and MIQ

Some rewording also was necessary for the associated value labels (to ensure that these labels were readily interpretable by all clients). During the initial WIL development efforts, the value labels used herein (achievement, working conditions, recognition, relationships, support, and independence) had been referred to by their more traditional psychological construct labels (respectively: achievement, comfort, status, altruism, safety, and autonomy). Also, in the initial form of the WIL that was developed, clients sorted all 21 needs into seven card piles of three cards each. This design preserved all 21 of the MIQ needs, but required more complex scoring. To compute the score for each value, the client had to refer to a table (which showed the weighted score for each need) and then add up three two-digit numbers. The table made it unnecessary for the respondent to do any multiplication. The numbers in the table took into account the pile number and the number of items in the value scale.

However, after reviewing this initial form, it was thought that the seven-pile scoring procedure would be too complicated for some clients because they would have to look up numbers in a table and add two-digit numbers.

Five-column Version

A second version of the measure was developed that omitted the table lookup and required the addition of only one-digit numbers. This version was very similar to the final form of the WIL. The two possible disadvantages of this design were: a) one of the items (need statements) would have to be dropped in order to keep the math simple, and b) it required multiplication.

After a discussion with one of the MIQ's co-authors, it was concluded that the loss of one carefully chosen item (Item 16, the need for social status) would have very little effect on the quality of the measure. Item 16 was chosen because: a) the wording had changed at least moderately from the original MIQ wording, and b) its deletion would not yield another two-item value (i.e., it was from a scale with at least four items). With the rewording, Item 16 appeared to have a different meaning from other items meant to measure social status (see Table 1). With regard to the computation required, the largest multiplications that might be required with a 20 item version were 2 × 15 and 3 × 10.

Based on the points stated above, materials for a five-column version of the WIL were developed. The materials consisted of: a) two pages of instructions; b) 20 cards, each of which displayed a need statement and had a letter A through T printed on it; c) a card sorter sheet used to place the cards into five groups; and d) a scoring page on which need scores were reported and value scores were calculated.

When a client sorts the 20 cards of need statements into five columns (four cards per column), the four needs that are the most important are placed in the first column, the four needs that are next in importance are placed in the second column, and so on. The client then records the column number for each card on the scoring sheet. The column number represents the score for that need (e.g., each need in the *most important* column gets a score of 5). There are six tables on the scoring sheet. The scoring sheet is laid out so that cards that represent the same work value are grouped together in the same table. After all the column numbers have been recorded, the respondent computes the six value scores by adding one-digit numbers and multiplying the one or two-digit sums.

Pre-pilot Study

A pre-pilot study of the WIL was conducted to determine how easy the WIL was to use (e.g., were the instructions easy to follow?) and to identify possible improvements to the design and procedure of the instrument. In addition, information was gathered on the participants' reactions to the WIL.

The measure was administered to 21 employment service clients in North Carolina. The information on the participant's scoring sheet was checked for errors, including the number of cards placed in a column, as well as errors occurring in the addition and multiplication steps of the scoring procedure. Nine people made at least one error while taking the measure. The number of people making each type of error is shown in Table 2 below.

Table 2.

Number of People Making Errors in the WIL Pre-Pilot Study

Type of Error	Number of People Who Made an Error
Addition	4
Multiplication	2
Wrong number of cards in a pile	5
Multiplied each pile number by four before writing it on the scoring sheet	1
Any type of error	9

Note. N = 21. Three people made two types of errors.

Participant errors discovered in the pre-pilot led to modifications of the WIL. The large number participants placing the wrong number of cards in a pile was a major concern. The participants were supposed to put four cards into each of the five rectangles printed on the Work Value Card Sorting Sheet. Some people put the wrong number of cards in some rectangles. In order to reduce the likelihood of this type of error, the Work Value Card Sorting Sheet was modified so that there were 20 rectangles printed on the sheet. Clients would then be directed to place each card into its own rectangle, making the placement of four cards per column more obvious. The math errors were addressed by improving the instructions of the WIL and making minor format changes to the scoring sheet to make it easier for clients to understand which numbers to add and which numbers to multiply.

The pre-pilot participants also completed a Participant Reaction Questionnaire. Only one participant found the task boring or tiring; two became frustrated with the task; and one was frustrated that some important work values were not explicitly included in the measure (e.g., flexible scheduling and leave policy).

Almost all of the respondents said the instructions were either *clear* or *very clear*. Only two of the six people who made column or score transfer errors thought the instructions were *very clear*, suggesting that an improvement in the instructions would probably reduce errors.

Pilot Study

After the WIL had been modified, it was tested in the pilot study at an employment service center in Utah. The WIL and a Participant Reaction Questionnaire were completed by 48 clients of the center.

The test administrators made the following observations during WIL pilot testing:

- Most participants completed the task without difficulty.
- Mathematical errors in score computation were the most common problem.
- Some participants expressed frustration with having to rank some cards on the lower end of the Importance Scale.
- Average time to complete = 14 minutes.

Errors made by the participants of the pilot study are detailed in Table 3. The Participant Reaction Questionnaire results for the WIL are shown in Table 4.

As Table 3 shows, the number of apparent errors decreased from the level in the pre-pilot study, with sorting errors disappearing entirely. Unfortunately, the test administrators stated in a debriefing that they had helped many of the respondents. Therefore, the number of errors probably would have been higher if all of the respondents had completed the measure without assistance. The administrators speculated that the number of errors would have been as high as 30%; the actual error rate is not known.

Table 3.

Number of People Making Errors in the WIL Pilot Study

Type of Error	Number of People Who Made an Error
Addition	7
Multiplication	2
Wrong number of cards in a pile	0
Multiplied the total for Work Value 2 (This total should not be multiplied)	1
Any type of error	8

Note. N = 48. Two people made 2 types of errors.

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Table 4.

Percentage of Participants Who Responded Positively to Pilot Study Reaction Questionnaire

	Percent Positive Responses
Evaluation Question	Paper Version (*N* = 48)
How clear were the instructions on the survey?	90%
Did you find the rankings easy to do?	92%
Was the survey easy to score?	95%
Did you get tired or bored at any time during the survey?	100%
Are the results of the survey consistent with how you would describe yourself?	87%

Final Version

Further revisions to the WIL were made based on the feedback from the participants and administrators of the pilot study. These changes were small, but affected several parts of the measure. The final version of the WIL consists of:

- 20 needs statement cards, labeled A through T;
- a 3-page booklet that contains the instructions and scoring page; and
- the Work Value Card Sorting Sheet (11-inch × 17-inch) that also includes some instructions.

Summary

In summary, the WIL was developed based on items from the MIQ, with one item dropped to make it easier for respondents to self-score their results. The pre-pilot and pilot studies were conducted to gain information to improve the measure before administering it to a larger sample to gather information on its psychometric characteristics.

EVALUATION

The evaluation of the WIL's psychometric characteristics was part of a large, multi-stage study that also served to gather data related to the **O*NET Work Importance Profiler** (WIP), the computerized version of the WIL. The portions of this large scale study that are relevant to the evaluation of the WIL will be summarized in the following sections. For a detailed examination of the entire study's design, as well as for a more extensive presentation of results related to the WIL, refer to the report, ***Development of the O*NET Work Importance Locator*** (McCloy et al., 1999b).

Reliability

The term "reliability" refers to the degree to which a measurement procedure is free from unsystematic errors of measurement and the degree to which it gives the same values if the measurement procedure is repeated. An individual responding to a measure is likely to have different results if he or she took the instrument again. Systematic differences in scores (e.g., improvement on a test taken at two different times because the individual's knowledge has increased between tests) should not be considered the *unreliability* of a measure. But an individual's results may change when measured more than once on the same measure because of unsystematic effects (e.g., miss-marking a response to an item; feeling tired one day, but not the next). Such unsystematic differences are considered unreliability. Low reliability limits the ability to have confidence about individuals' results from a single measurement (i.e., results may or may not lack precision). The higher the reliability of a measure, the more confidence you can have in the information obtained from the measure.

There are several ways to assess the reliability of measurement, depending on the type of consistency with which one is most concerned, including *test-retest reliability, alternate or parallel forms reliability,* and *internal consistency*. The following subsections will present the evidence gathered on the WIL that related to each of these types of reliability.

Test-retest Reliability. This type of reliability refers to the consistency of results when the same individual is assessed on the same measure at two points in time. This information is obtained by looking at the degree of relationship (i.e, correlation) between an examinee's scores obtained on the measure at different points in time. Estimates of test-retest reliability are particularly useful if the characteristic being measured is not expected to change over the time between the two measurement periods (e.g., a measure of personality characteristics of normal adults at two points in time that are a month apart, as opposed to a measure of knowledge administered before and after a course on the subject of the measure). Given that work values of adults are considered to be relatively stable characteristics, it would be expected that individuals' responses to the WIL should be stable across time.

Two hundred and thirty vocational/technical and community college students were administered the WIL twice, with a two-month interval between the first administration and the second administration. Evidence of the WIL's ability to reliably measure individuals' top-ranked work value was moderately high, with a person's top work value being the same between administrations 62 percent of the time. However, the correlation for the first administration's six work value scores and the second administration's six work values scores ranged between .35 (Achievement) and .58 (Support), indicating that the WIL has a low-to-moderate ability to reliably measure each of the six work values over the two month interval. Overall, this evidence reinforced the use of the WIL to help clients discover their highest work value, while also demonstrating that the WIL should not be used by clients to determine the rank order or profile of all six of their work values.

Alternate or Parallel Forms Reliability. This type of reliability is the evaluation of similar responding by the same individuals on forms which have been created to be *alternative* or *parallel* forms of the same measure. This estimate of reliability was important because the WIL and the WIP (i.e., the O*NET computerized measure of work values) were designed to be used interchangeably, depending on the computer resources of the location where the measurement is taking place. Similar results for the same individuals on these different measures would support using the measures interchangeably.

The same sample of 230 vocational/technical and community college students used in the test-retest reliability study described above were also administered the computerized work value measure (WIP), allowing them to provide data relevant to alternate forms reliability. The scores of the two measures were reformulated in a manner that allowed for direct comparison and corrected for "ipsatization" problems (this correction reduces the adverse effects of forced-choice rank order information on a correlation coefficient (e.g., it reflects the impaired ability of clients to rate associated needs in similar ways given that they have used up the available spaces at their preferred level of importance). The six work value scores derived from both measures had correlations ranging from .70 to .80, with a median correlation of .77. This indicates a relatively high agreement for the measurement of values between the two work values measures.

Internal Consistency. This type of reliability is used to determine whether different items, which are measuring the same subject on the same measure, have highly related results. For example, if a test included 10 items on addition and 10 items on reading ability, one would expect to see higher interrelationships within the set of 10 addition items and within the set of 10 reading ability items than between items from the two different sets. Thus, internal consistency reliability is another type of reliability analysis which can be applied to the WIL to assess the adequacy of its development. In terms of the WIL, it would be desirable to have high internal consistencies among items within the same scale (i.e., the needs that are used to measure each of the six work values).

The responses of 1,199 employment service clients and junior college students drawn from 23 sites were used to examine the internal consistency of the WIL. While the examination of internal consistency is important, the rank order format of the WIL provides data that, for statistical reasons, inhibit its ability to demonstrate high internal consistency values. The rank order format leads to the presence of negative inter-item correlations, attenuating the measurement of internal consistency reliability. The median coefficient alpha obtained for the sample was .20, indicating a very low level of internal consistency. An examination of coefficient alphas for each of the six scales after the data were "corrected for ipsatization" (i.e., reducing the adverse effects of rank order information) yielded an average increase of .38 per scale, indicating that while the rank order format did in fact adversely affect the coefficient alphas, the internal consistency of the six scales was, at best, moderate.

Summary. Overall, the WIL demonstrated moderate reliability across the majority of reliability analyses. The test-retest results showed moderate correspondence within individuals administered the WIL at two times several weeks apart. Individuals had the same top value 62 percent of time. After the effects of ipsatization were adjusted for, the correlations between the WIL and the WIP (computerized version) were in the .70's and .80's, with a median of .77 (indicating that the measures do have a degree of interchangeability). Internal consistencies were low, with a median value of .20, due in part to the effects of ipsatization.

Preliminary Validity Evidence

The term validity, *as used in this guide*, refers to whether or not an instrument functions as it was intended to function. The WIL was designed to measure work values in the same way as the MIQ and as defined by the Theory of Work Adjustment (Dawis & Lofquist, 1984). Validity analyses for the WIL focused on determining the degree to which the WIL and the MIQ appeared to be measuring the same work values constructs. Further evidence of validity should be forthcoming in the next few years.

Data from a sample of 550 employment service unemployment insurance clients, displaced workers, vocational/technical students, and community college students were used to analyze the similarity of scores obtained by the WIL and the MIQ. Correlations between the scores obtained by both instruments for the work values ranged from .30 to .49, which is fairly low. Two potential explanations for the low correlations exist: 1) the previously mentioned attenuative impact of the WIL's rank order format on the correlation coefficient, and 2) the effect of the wording modifications that were made to the need statement items of the WIL. An examination of the correlations at the needs level indicated that, with one exception, all items with a correlation of .40 or less contained modified text. This indicates that, at least to a small extent, the wording changes adversely affected relations between the WIL and MIQ.

In order to examine the validity of the WIL (as defined above) without the impact of its rank format, the consistency of the top work values obtained by the WIL and MIQ were compared. The top value was the same for each pair of instruments approximately 57 percent of the time. The top value obtained on the WIL was one of the top two values indicated by the MIQ 79 percent of the time. However, the top two values on one of the measures matched the top *two* values on the other measure 16 percent of the time.

Summary. The ability for the WIL to provide clients with a valid indication of their highest work value was supported. However, similar to the conclusions drawn after the examination of the WIL's reliability, validation evidence did not support clients' use of their results to determine the entire profile of their work values. While more direct validity evidence should be forthcoming, at present the user is cautioned to keep in mind the moderate relations just described. That said, given the demonstrated relations between the WIL, the WIP, and the MIQ, the interested reader may benefit from reviewing MIQ validity evidence in Rounds et al. (1981).

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Version 3.0

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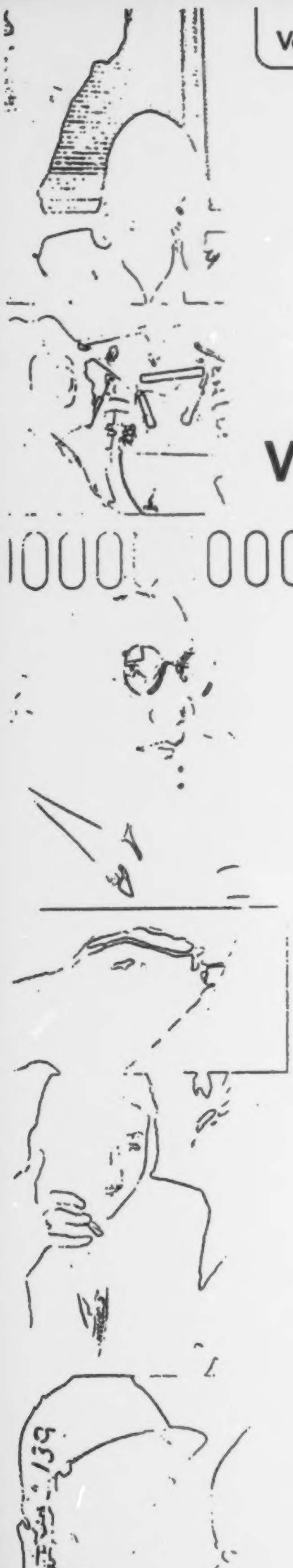

work importance locator

Instrument

a tool for career exploration

America's Workforce Network

U.S. Department of Labor, Employment and Training Administration

THE O*NET™ CAREER EXPLORATION TOOLS

As you explore your career options, you should know that other tools are available to help you. The **Work Importance Locator** is just one of five **O*NET Career Exploration Tools**. The other tools are:

- ▼ The **Work Importance Profiler**—a computer-based version of the **Work Importance Locator**, it helps you decide what is important to you in a job. It can help you identify occupations that you may find satisfying.
- ▼ The **Computerized Interest Profiler**—helps you find out what your work-related interests are.
- ▼ The **Interest Profiler** (paper version)—is similar to the **Computerized Interest Profiler**, except that you answer and score the questions by hand.
- ▼ The **Ability Profiler**—helps you find out what kinds of jobs you can learn to do well. It can help you recognize where your strengths are and areas where you might need more training or education.

These tools give you three important pieces of information that are valuable to you when exploring careers:

(1) what is important to you in your world of work,
(2) what you can do well, and
(3) what you like to do.

You may use the tools separately or together. You can use them to identify occupations in the world of work that you may want to explore.

America's Career Kit

America's Job Bank
www.ajb.org

America's Learning eXchange
www.alx.org

America's Career InfoNet
www.acinet.org

America's Service Locator
www.servicelocator.org

O*NET OnLine
http://online.onetcenter.org

America's Workforce Network Toll-Free Help Line 1-877-US 2JOBS

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GETTING STARTED

First, write your **name** and the **date**. Then, continue by reading the section below, titled "Welcome to the Work Importance Locator."

NAME: ______________________________ **DATE:** __________

WELCOME TO THE WORK IMPORTANCE LOCATOR

The Work Importance Locator can help you learn more about your work values and can help you decide what is important to you in a job. It does this by asking you to rank different aspects of work that represent six important work values. Knowing your work values can help you decide what kinds of jobs and careers you might want to explore.

When you complete the Locator, you will get scores for six work values. These scores show how important each of the work values is to you. In addition to your scores, you will be directed to a list of occupations that are linked with your work values. This list can help you explore career options. The more a job agrees with your work values, the more likely you are to be satisfied in that job.

You **should use** your **Work Importance Locator** results for career exploration and career counseling purposes. Talk to a vocational/ employment counselor or teacher for more help on how to use the tool. Your **Work Importance Locator results should not be used** for employment or hiring decisions. Employers, education programs, or other job-related programs should not use your results as part of a screening process for jobs or training.

If you think that your **Work Importance Locator** results are being used incorrectly, talk to your vocational/employment counselor, teacher, or program administrator. You can also contact the National Center for O*NET Development for assistance.

National Center for O*NET Development
Attention: Customer Service
700 Wade Avenue
Raleigh, NC, 27605

Phone: (919) 733-2790
Fax: (919) 715-0778
e-mail: o*net@esc.state.nc.us

BEFORE YOU BEGIN

There are no right or wrong answers in this survey. Different people may feel differently about the statements. You are just being asked how *you* feel. Please answer honestly and carefully.

You should have the following materials in your **Work Importance Locator** package:

- 20 Work Value cards,
- a Work Value Card Sorting Sheet,
- a Work Importance Locator Score Report, containing lists of occupations, and
- these instructions.

Turn the page ➡

INSTRUCTIONS

The Work Importance Locator is different from other surveys you may have taken in the past. Instead of questions, the Work Importance Locator uses cards with statements about different aspects of work. You are to sort the cards into groups based on how important the statement on each card is to you on your ***ideal job***—the kind of job you would most like to have.

Please complete and score the survey yourself by following the steps in order. These steps are presented on the next several pages.

Do all the steps in order.

STEP 1. READ THE CARDS

Find the 20 Work Value Cards in the packet provided to you.

- ▼ Read all 20 cards before you go to Step 2.
- ▼ Think about how important it would be for you to have a job like the one described on each card.

STEP 2. SORT THE CARDS

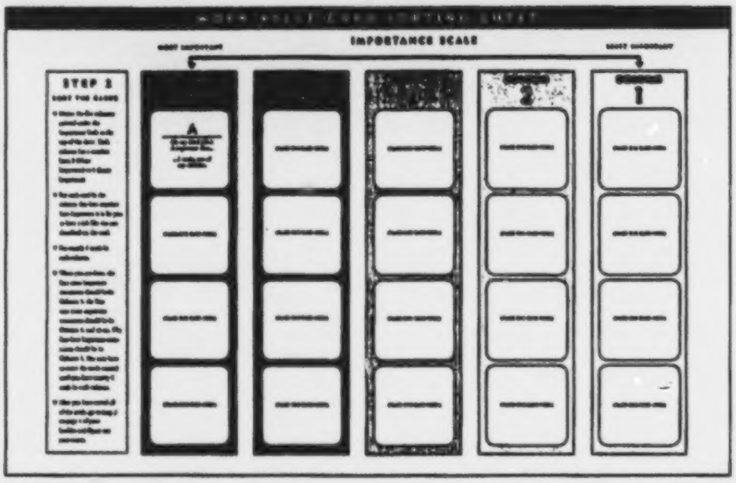
Find the Work Value Card Sorting Sheet in the packet provided to you.

- ▼ Notice the five columns printed under the Importance Scale at the top of the sheet. Each column has a number from 5 (Most Important) to 1 (Least Important).
- ▼ Put each card in the column that best matches how important it is for you to have a job like the one described on the card.

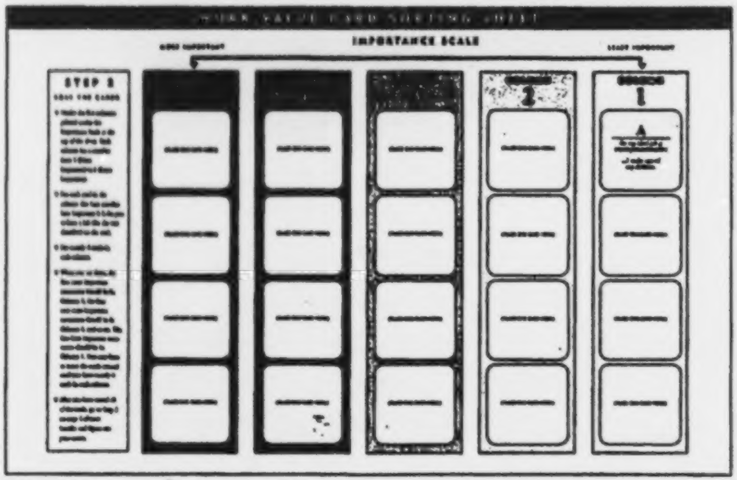
Put exactly 4 cards in each column. When you are done, the four most important statements should be in Column 5, the four next most important should be in Column 4, and so on. The four least important statements should be in Column 1. You may have to move the cards around until you have exactly 4 cards in each column. ***Look at the example on the next page for help.***

FOR EXAMPLE:

- If **CARD A** describes something that is more important to you than what is on the other cards, put **CARD A** in **COLUMN 5**.


WORK VALUE CARD SORTING SHEET
IMPORTANCE SCALE
MOST IMPORTANT
LEAST IMPORTANT
STEP 2
SORT THE CARDS
A
2
1

- On the other hand, if **CARD A** is less important to you when compared with the other cards, put **CARD A** in **COLUMN 1**. If **CARD A** is neither the most important nor the least important, put it in one of the other columns (4, 3, or 2) that best matches how you feel.
- Do the same thing for all of the cards.


WORK VALUE CARD SORTING SHEET
IMPORTANCE SCALE
MOST IMPORTANT
LEAST IMPORTANT
STEP 2
SORT THE CARDS
2
1
A

Turn the page and go to Step 3

STEP 3. FIGURE OUT YOUR WORK VALUE SCORES

The six Work Values are:

ACHIEVEMENT
INDEPENDENCE
RECOGNITION
RELATIONSHIPS
SUPPORT
WORKING CONDITIONS

They are presented to you in boxes on the opposite page.

Using the Worksheet on the opposite page, figure out your scores for these six work values as follows:

- ▼ Look at your Card Sorting Sheet.
- ▼ Your score for each card is the number of the column you put it in. The cards in Column 5 each get a score of 5, the cards in Column 4 each get a score of 4, and so on.

FOR EXAMPLE:

- ● In the **Achievement** box on the next page, note that **Card A** is listed first. On your **Card Sorting Sheet,** find the column where you put **Card A.**
- ● Write the number of that column in the scoring space beside **Card A** in the **Achievement** box.

- ▼ Do the same thing for all the other cards.
- ▼ For each box on your **Work Value Worksheet,** add up the numbers in the **Score Column** and write the **TOTAL** in the space provided.
- ▼ Multiply each **TOTAL** score by the number shown below that box, and write your score next to the "=" sign in the box provided.

NOTICE: Your TOTAL score for the value *Working Conditions* does not need to be multiplied.

WORK VALUE

WORKSHEET

ACHIEVEMENT

CARD	SCORE Column Number
A	
F	+
Add scores for TOTAL ⇨	

Multiply TOTAL by 3 ⇨ x3

Achievement Score ⇨	=

INDEPENDENCE

CARD	SCORE Column Number
I	
M	+
T	+
Add scores for TOTAL ⇨	

Multiply TOTAL by 2 ⇨ x2

Independence Score ⇨	=

RECOGNITION

CARD	SCORE Column Number
D	
E	+
L	+
Add scores for TOTAL ⇨	

Multiply TOTAL by 2 ⇨ x2

Recognition Score ⇨	=

RELATIONSHIPS

CARD	SCORE Column Number
H	
K	+
O	+
Add scores for TOTAL ⇨	

Multiply TOTAL by 2 ⇨ x2

Relationships Score ⇨	=

SUPPORT

CARD	SCORE Column Number
B	
P	+
Q	+
Add scores for TOTAL ⇨	

Multiply TOTAL by 2 ⇨ x2

Support Score ⇨	=

WORKING CONDITIONS

CARD	SCORE Column Number
C	
G	+
J	+
N	+
R	+
S	+
Add scores for TOTAL Working Conditions Score ⇨	=

NOTICE: *The score for the value Working Conditions does not need to be multiplied.*

200

Turn the page and go to Step 4 ⇨

COPYING YOUR WORK VALUE SCORES

STEP 4. COPY YOUR WORK VALUE SCORES

Find your two highest Work Values on **PAGE 5**. Copy your scores and the names of those Work Values in the spaces below.

YOUR HIGHEST SCORE: _____ **NAME OF WORK VALUE:**______________________________

YOUR NEXT HIGHEST SCORE: _____ **NAME OF WORK VALUE:**_________________________

STEP 5. GO TO YOUR WORK IMPORTANCE LOCATOR SCORE REPORT

After you have identified your highest work values, look at your Work Importance Locator Score Report to learn what your scores mean and how to use them to explore careers.

Notes

WORK VALUE CARD SORTING SHEET

CE

IMPORTANCE SCALE

MOST IMPORTANT → **LEAST IMPORTANT**

STEP 2

SORT THE CARDS

- ▼ Notice the five columns printed under the Importance Scale at the top of the sheet. Each column has a number from 5 (Most Important) to 1 (Least Important).
- ▼ Put each card in the column that best matches how important it is for you to have a job like the one described on the card.
- ▼ Put exactly 4 cards in each column.
- ▼ When you are done, the four most important statements should be in Column 5, the four next most important statements should be in Column 4, and so on. The four least important statements should be in Column 1. You may have to move the cards around until you have exactly 4 cards in each column.
- ▼ After you have sorted all of the cards, go to Step 3 on page 4 of your booklet and figure out your scores.

COLUMN 5	COLUMN 4	COLUMN 3	COLUMN 2	COLUMN 1
(PLACE ONE CARD HERE.)	(PLACE ONE CARD HERE.)	(PLACE ONE CARD HERE.)	(PLACE ONE CARD HERE.)	(PLACE ONE CARD HERE.)
(PLACE ONE CARD HERE.)	(PLACE ONE CARD HERE.)	(PLACE ONE CARD HERE.)	(PLACE ONE CARD HERE.)	(PLACE ONE CARD HERE.)
(PLACE ONE CARD HERE.)	(PLACE ONE CARD HERE.)	(PLACE ONE CARD HERE.)	(PLACE ONE CARD HERE.)	(PLACE ONE CARD HERE.)
(PLACE ONE CARD HERE.)	(PLACE ONE CARD HERE.)	(PLACE ONE CARD HERE.)	(PLACE ONE CARD HERE.)	(PLACE ONE CARD HERE.)

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CE

A

On my ideal job it
is important that...

...I make use of
my abilities.

I

On my ideal job it
is important that...

...I could try out
my own ideas.

B

On my ideal job it
is important that...

...I would be treated
fairly by the company.

N

On my ideal job it
is important that...

...the job would provide
for steady employment.

F

On my ideal job it
is important that...

...the work could
give me a feeling of
accomplishment.

J

On my ideal job it
is important that...

...I could work alone.

G

On my ideal job it
is important that...

...my pay would
compare well with
that of other workers.

O

On my ideal job it
is important that...

...I could do things
for other people.

C

On my ideal job it
is important that...

...I could be busy
all the time.

K

On my ideal job it
is important that...

...I would never be
pressured to do things
that go against my sense
of right and wrong.

H

On my ideal job it
is important that...

...my co-workers would
be easy to
get along with.

P

On my ideal job it
is important that...

...I have supervisors
who would back up
their workers with
management.

D

On my ideal job it
is important that...

...the job would provide
an opportunity for
advancement.

L

On my ideal job it
is important that...

...I could receive
recognition for
the work I do.

Q

On my ideal job it
is important that...

...I have supervisors
who train
their workers well.

S

On my ideal job it
is important that...

...the job would
have good
working conditions.

E

On my ideal job it
is important that...

...I could give
directions and
instructions to others.

M

On my ideal job it
is important that...

...I could make
decisions on my own.

R

On my ideal job it
is important that...

...I could do
something different
every day.

T

On my ideal job it
is important that...

...I could plan my work
with little supervision.

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Results provided from the O*NET Career Exploration Tools are part of a whole-person approach to the assessment process. They provide useful information that individuals can use to identify their strengths, the parts of work they like to do, and the parts of work that they may find important. Individuals can use results to identify training needs and occupations that they may wish to explore further. Individuals are strongly encouraged to use additional information about themselves with O*NET Career Exploration results when making career decisions.

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Version 3.0

CE

o*net™

work importance locator

Score Report

U.S. Department of Labor, Employment and Training Administration

America's Career Kit

America's Job Bank
www.ajb.org

America's Learning eXchange
www.alx.org

America's Career InfoNet
www.acinet.org

America's Service Locator
www.servicelocator.org

O*NET OnLine
http://online.onetcenter.org

America's Workforce Network Toll Free Help Line 1 877 US 2JOBS

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Work Importance Locator Score Report

Name: ______________________________ Date: __________

(Please print your name and the date in the spaces above.)

The Work Importance Locator: How Can It Help You?

Recently, you took the Work Importance Locator to learn more about your work values. To help you think about and identify your work values, the Work Importance Locator asked you to rank different aspects of work that represent six important work values. Knowing your work values can help you decide what kinds of jobs and careers you might want to explore.

You already have scored your Work Importance Locator. Remember, you can use your results to explore careers that may satisfy what is important to you in an occupation. Your results **should not be used** for employment or hiring decisions. Employers, education programs, or other job related programs should not use your results as part of a screening process for jobs or training.

Now, continue reading to learn about your strongest work values and how you can use them to explore the world of work.

What Are Your Highest Work Value Scores?

In the spaces below and on page 10, copy your two highest work values scores and the names of those work values from page 6 of the Work Importance Locator:

Your Highest Score: ______ **Name Of Work Value:** ______________________

Your Next Highest Score: ______ **Name Of Work Value:** ______________________

Using Your Work Values to Explore Careers

You can use your work values to explore careers. Work values are good to use because you probably will find that occupations that meet your work values will be more satisfying and rewarding for you than occupations that don't meet your work values.

On the next pages, you can learn more about your work values and how you can use them to explore the world of work.

The following sections will give steps for you to follow to use your work value scores in identifying groups of occupations to explore.

Remember, though, that work values are just some of the information that you can use to explore careers. Other useful information about yourself:

- your abilities,
- your interests,
- experience,
- education, and
- motivation

are also important in exploring careers. The more aspects of yourself that you use to explore careers, the better chance you have of finding satisfying work.

What Your Work Values Mean

You can think of work values as aspects of work that are important to you. The Work Importance Locator measures the importance to you of the six work values listed below. At the very least, please read the definitions for your two highest work values to get a better understanding of these work values for exploring jobs.

Achievement
If **Achievement** is your highest work value, look for jobs that let you use your best abilities. Look for work where you can see the results of your efforts. Explore jobs where you can get the feeling of accomplishment.

Independence
If **Independence** is your highest work value, look for jobs where they let you do things on your own initiative. Explore work where you can make decisions on your own.

Recognition
If **Recognition** is your highest work value, explore jobs with good possibilities for advancement. Look for work with prestige or with the potential for leadership.

Relationships
If **Relationships** is your highest work value, look for jobs where your co-workers are friendly. Look for work that lets you be of service to others. Explore jobs that do not make you do anything that goes against your sense of right and wrong.

Support
If **Support** is your highest work value, look for jobs where the company stands behind its workers and where the workers are comfortable with management's style of supervision. Explore work in companies with a reputation for competent, considerate, and fair management.

Working Conditions
If **Working Conditions** is your highest work value, consider pay, job security, and good working conditions when looking at jobs. Look for work that suits your work style. Some people like to be busy all the time, or work alone, or have many different things to do. Explore jobs where you can take best advantage of your particular work style.

What Occupations Are Linked with Your Work Values?

Now that you know your important work values and have read their descriptions, you are ready to find the occupations that are linked with your work values.

To help you identify occupations that you will likely find satisfying, this score report provides six occupational lists, one for each of the six Work Values Areas. Each list shows the occupations that link best with that Work Values Area.

You will notice that each of the lists of occupations is divided into five Job Zones. Each Job Zone contains occupations that require about the same amount of education, training, and/or experience. Knowing your Job Zone can help you focus your career exploration.

Read below to find out about the Job Zones and how to pick your Job Zone. **To explore occupations on this score report, you will need to know your Job Zone as well as your Highest Work Values.** *(If you have already picked a Job Zone, turn to pages 5 and 10 and write your Job Zone(s) in the spaces provided.)*

What Is a Job Zone?

A Job Zone is a group of occupations that are similar in these ways:

- how most people get into the job,
- how much overall experience people need to do the job,
- how much education people need to do the job, and
- how much on-the-job training people need to do the job.

In other words, the occupations in a Job Zone require similar amounts of preparation. By picking a Job Zone, you will be able to narrow down your career search.

The five Job Zones are:

Job Zone 1 — occupations that need ***Little*** or ***No*** preparation
Job Zone 2 — occupations that need ***Some*** preparation
Job Zone 3 — occupations that need ***Medium*** preparation
Job Zone 4 — occupations that need ***Considerable*** preparation
Job Zone 5 — occupations that need ***Extensive*** preparation

To help you explore occupations, you can think about Job Zones in two ways:
— your *current* Job Zone and
— your *future* Job Zone.

Current Job Zone: If you want to explore occupations at your *current* level of preparation, choose the Job Zone that best matches the amount of training, education, and experience you have now. This is your Current Job Zone, the zone with jobs that need the level of preparation you have right now.

Future Job Zone: If you want to explore occupations based on your *future* level of preparation (for example, after you finish high school, technical training, or college), choose the Job Zone that best matches the experience, training, and education you expect to have in the future. This is your Future Job Zone, the zone with jobs you eventually would have the knowledge and skills to do.

Job Zone Definitions

To get a better idea of what they mean, read the following Job Zone definitions:

Job Zone 1: Little or No Preparation Needed

Overall Experience — No previous work-related skill, knowledge, or experience is needed for these occupations. For example, a person can become a general office clerk even if he/she has never worked in an office before.

Education — These occupations may require a high school diploma or GED certificate. Some may require a formal training course to obtain a license.

Job Training — Employees in these occupations need anywhere from a few days to a few months of training. Usually, an experienced worker could show you how to do the job.

Examples — These occupations involve following instructions and helping others. Examples include *bus drivers, forest and conservation workers, general office clerks, home health aides,* and *waiters/waitresses.*

Job Zone 2: Some Preparation Needed

Overall Experience — Some previous work-related skill, knowledge, or experience may be helpful in these occupations, but usually is not needed. For example, a drywall installer might benefit from experience installing drywall, but an inexperienced person could still learn to be an installer with little difficulty.

Education — These occupations usually require a high school diploma and may require some vocational training or job-related course work. In some cases, an associate's or bachelor's degree could be needed.

Job Training — Employees in these occupations need anywhere from a few months to one year of working with experienced employees.

Examples — These occupations often involve using your knowledge and skills to help others. Examples include *drywall installers, fire inspectors, flight attendants, pharmacy technicians, retail salespersons,* and *tellers.*

Job Zone 3: Medium Preparation Needed

Overall Experience — Previous work-related skill, knowledge, or experience is required for these occupations. For example, an electrician must have completed three or four years of apprenticeship or several years of vocational training, and often have passed a licensing exam, in order to perform the job.

Education — Most occupations in this zone require training in vocational schools, related on-the-job experience, or an associate's degree. Some may require a bachelor's degree.

Job Training — Employees in these occupations usually need one or two years of training involving both on-the-job experience and informal training with experienced workers.

Examples — These occupations usually involve using communication and organizational skills to coordinate, supervise, manage, or train others to accomplish goals. Examples include *dental assistants, electricians, fish and game wardens, legal secretaries, personnel recruiters,* and *recreation workers.*

Job Zone 4: Considerable Preparation Needed

Overall Experience — A minimum of two to four years of work-related skill, knowledge, or experience is needed for these occupations. For example, an accountant must complete four years of college and work for several years in accounting to be considered qualified.

Education — Most of these occupations require a four-year bachelor's degree, but some do not.

Job Training — Employees in these occupations usually need several years of work-related experience, on-the-job training, and/or vocational training.

Examples — Many of these occupations involve coordinating, supervising, managing, or training others. Examples include *accountants, chefs and head cooks, computer programmers, historians,* and *police detectives.*

Job Zone 5: Extensive Preparation Needed

Overall Experience — Extensive skill, knowledge, and experience are needed for these occupations. Many require more than five years of experience. For example, surgeons must complete four years of college and an additional five to seven years of specialized medical training to be able to do their job.

Education — A bachelor's degree is the minimum formal education required for these occupations. However, many also require graduate school. For example, they may require a master's degree, and some require a Ph.D., M.D., or J.D. (law degree).

Job Training — Employees may need some on-the-job training, but most of these occupations assume that the person will already have the required skills, knowledge, work-related experience, and/or training.

Examples — These occupations often involve coordinating, training, supervising, or managing the activities of others to accomplish goals. Very advanced communication and organizational skills are required. Examples include *lawyers, instrumental musicians, physicists, counseling psychologists,* and *surgeons.*

Which Job Zone Suits You Best?

To help you decide if a Job Zone fits you, you might ask yourself:

"Do I have the experience, education, and training needed to do the work for occupations in this Job Zone?" (*Current* Job Zone)

"Am I willing to get the experience, education, and training needed to do the work for occupations in this Job Zone?" (*Future* Job Zone)

"Would I like to work in at least some of the occupations in this Job Zone?"

If you answered "yes" to these questions, then you have found your Job Zone(s).

If you answered "no" to these questions, you may want to look at the other Job Zone definitions to find one better suited to your situation.

Write the Job Zone(s) you picked in the space(s) below **and in the box on page 10:**

Your *Current* Job Zone: ___ (1, 2, 3, 4, or 5)

Your *Future* Job Zone: ___ (1, 2, 3, 4, or 5)

Exploring Careers Using Your Work Values and Your Job Zone:

Now that you have picked your Job Zone, start exploring occupations in your Highest Work Values Area that are included in your Job Zone. The steps listed below can help you find occupations in your Job Zone that link with your work values.

1. Look at your Highest Work Value occupations.

The six occupational lists begin on page 11. Find the occupational list for your Highest Work Value and look over the occupations that are listed there. Based on your responses to the Work Importance Locator, these are examples of occupations with the best chance of satisfying your work value needs.

2. Review the occupations in your Job Zone.

Review the occupations that are listed in your Job Zone under your Highest Work Value. By choosing this Job Zone, you have indicated that these occupations would best use your current level of knowledge and skills or your future knowledge and skills. Do you see any occupations that you would like to find out more about? **Once you have selected occupations to explore, list them in the spaces provided on page 10.**

3. Find out more about the occupations.

When you have selected occupations to explore, you can use O*NET™ OnLine, the Occupational Information Network, to find out such information as:

- the types of activities that are performed in those occupations;
- the skills, abilities, education, training, and experience that are needed for them; and
- the wages and future employment outlook that are predicted for the occupations.

4. Check the Work Importance Locator O*NET Occupations Master List.

To see more occupations in your Job Zone that link with your Highest Work Value, ask your teacher or counselor for a copy of the Work Importance Locator O*NET Occupations Master List.

5. Still want more? Check your Job Zone and your next highest work value.

If you don't like the occupations in your Job Zone listed for your Highest Work Value and you don't want to explore them, you have several choices:

- You can review the Job Zone definitions to make sure that you have chosen the Job Zone that best matches your current or future situation.
- If you are satisfied with your choice of Job Zone, you can find the occupational listing for your next highest work value and look at the occupations listed in your Job Zone for that work value. Do any of those occupations appeal to you? If so, you can explore them in O*NET OnLine.
- Also, you can look at the Work Importance Locator O*NET Occupations Master List for more occupations.

6. Want to know about a particular occupation not on your list?

If you want to learn more about an occupation not on your list:

- **Look in the "Snapshot" section of O*NET OnLine for that specific occupation.** To access the Snapshot section, click on the "Snapshot" button after you enter O*NET OnLine.

- **How high is your score for the occupation's work value?**

  - Is the score for that work value close to your two highest scores, showing that it may be a good choice for you, or is it one of your lower scores?

  - If that score is one of your four lowest work value scores, the occupation may not be well suited with your work values. **You may want to think about why you picked this occupation to explore.**

- **What is really important to you about this occupation?**
  - The money you could make?
  - The glamour of being in the occupation?
  - The excitement of the work?
  - The expectations of family and friends?

- If you think you have chosen this occupation for reasons other than the importance of aspects of the work, you may want to **do more exploring** to be sure that the work will satisfy you.

  - Read about the occupation in other reference books or materials to learn more about what the work really involves.

  - Take one or more of the other Career Exploration tools to see if the results show that your abilities and your interests support your work values for this occupation.

  - Talk to someone working in the occupation to get a feel for what it is really like.

Not Really Sure You Agree with Your Results? *(Skip this section if you agree with your results. Go on to "Using Your Work Values with Other Career Exploration Tools" on page 9.)*

Perhaps, after reviewing your results, you might think that they don't really describe your work values as you see them. You may think the descriptions of your highest work values don't really sound like you. Or, you might not have pictured yourself working in the occupations listed with your highest work values. Don't worry about it. Here are some things you can do that may give you results you are more comfortable with:

1. Check your card sorting.

Read Step 2 of the instructions again to make sure you sorted the work value cards correctly.

- Did you put exactly four cards in each column?

- Are the most important work value cards in Column 5?

- Are the next most important work value cards in Column 4?

- Are the next most important work value cards in Columns 3 and 2?

- Are the least important work value cards in Column 1?

2. Check your scoring.

Read Step 3 again to be sure you figured out your Work Value Scores correctly. Your scores for each of the six work values should fall between 6 and 30.

- Did you put the column number (5, 4, 3, 2, or 1) next to the matching work value card letter on the Work Value Worksheet?
- Check your addition. Did you add up the scores within each colored box correctly?
- Check your multiplication. Did you multiply the sum of your Work Value Scores correctly?
- Remember, your TOTAL score in the box for Working Conditions **does not** need to be multiplied.
- Did you copy your highest two Work Value Scores from Step 3 to Step 4 correctly?

3. Take another look at the occupations listed for your highest work value.

Look again at the occupations listed for your highest work value.

- Do *any* of them interest you?
- Are you familiar with all of the occupations listed there? Do you need more information about some of them?
- You can find out more about the occupations in the list by looking at O*NET OnLine. You may find that some of the occupations listed are not what you thought they were. They may fit your work values very well.

4. Use your next highest work value to explore careers.

If you still disagree with your highest work value, look at your next highest work value.

- Read again the definition of your next highest work value. Does it describe your work values better?
- Do the occupations listed for your next highest work value appear to be more in line with your work values? Do you see any that you would want to explore further?

5. Try your work value results out.

You might find that once you use your Work Importance Locator results to explore careers, they really do make sense. Don't give up on your results too soon!

- Look at some occupations that are linked to your highest work value area or areas and see what they are really all about. You might be surprised to find occupations that have the characteristics that are important to you in work and you may want to explore or pursue further!
- Do you know people who work in any of the occupations listed under your highest work value? If you talk with them about what they do on their jobs, you may find that the occupations are just what you would like!

Using Your Work Values with Other Career Exploration Tools

You can use this score report together with the score report for the Interest Profiler to get a better idea of the kinds of careers you might find satisfying and rewarding. Also available from your teacher or counselor is the **O*NET Occupations Combined List: Interests and Work Values** that allows you to use the results from both instruments at the same time to find occupations that satisfy both your interests and your work values.

The O*NET Career Exploration Tools

As you explore your career options, you should know that other tools will be available to help you. The **Work Importance Locator** is just one of five tools making up the **O*NET Career Exploration Tools**. The other tools are:

- The **Work Importance Profiler** — a computer-based version of the tool you've just used, i helps you decide what is important to you in a job. It can help you identify occupations that you may find satisfying. You provide your responses on a computer.
- The **Computerized Interest Profiler** — helps you find out what your work-related interests are.
- The **Interest Profiler** (paper version) — is similar to the **Computerized Interest Profiler**, except that you answer and score the questions by hand.
- The **Ability Profiler** — helps you find out what kinds of jobs you can learn to do well. It can help you recognize where your strengths are and where you might need more training or education.

These tools give you three important pieces of information that are valuable to you when exploring careers:

(1) what is important to you in your world of work,
(2) what you can do well, and
(3) what you like to do.

You may use the tools separately or together. You can use them to identify occupations in the world of work that you may want to explore.

O*NET Occupations

On the following pages are some of the occupations that are linked with the six work values and the five Job Zones. They are organized first by work value and then by Job Zone within Work Value Area.

If you haven't already done so, copy your Highest and Next Highest Work Values from page 1 in the boxes below:

Your Highest Work Value: ____________	Your Next Highest Work Value: ____________

Also, copy your Job Zone(s) from page 5 in the box below:

Your *Current* Job Zone: ______	Your *Future* Job Zone: ______

To look at occupations linked with your highest work value, locate the section for your highest work value in the following pages and then find the occupational listing for your Job Zone under that section. For a longer list of occupations, refer to the Work Importance Locator O*NET Occupations Master List. (See your teacher or counselor for the Master List.)

To look at occupations linked with your next highest work value, locate the sections for your next highest work value and then find the occupational listings for your Job Zone under that section.

Write Below the O*NET Occupations You Have Picked to Explore:

	O*NET-SOC#	O*NET-SOC Title
1.	______	____________________
2.	______	____________________
3.	______	____________________
4.	______	____________________
5.	______	____________________
6.	______	____________________
7.	______	____________________
8.	______	____________________
9.	______	____________________
10.	______	____________________
11.	______	____________________
12.	______	____________________

O*NET Occupational Lists

ACHIEVEMENT

ACHIEVEMENT—JOB ZONE 1 *(Little or No Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
53-3011.00	Ambulance Drivers and Attendants, Except Emergency Medical Technicians***
51-9194.05	Etchers, Hand**
45-2093.00	Farmworkers, Farm and Ranch Animals***
45-4011.00	Forest and Conservation Workers
45-2092.02	General Farmworkers***
31-1011.00	Home Health Aides***
41-9012.00	Models***
51-9123.00	Painting, Coating, and Decorating Workers**
51-5023.09	Printing Press Machine Operators and Tenders**
51-9061.05	Production Inspectors, Testers, Graders, Sorters, Samplers, Weighers***
51-9141.00	Semiconductor Processors***
53-3033.00	Truck Drivers, Light or Delivery Services***

ACHIEVEMENT—JOB ZONE 2 *(Some Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
45-2091.00	Agricultural Equipment Operators
49-3023.02	Automotive Specialty Technicians
47-2031.03	Carpenter Assemblers and Repairers
49-9092.00	Commercial Divers
29-2041.00	Emergency Medical Technicians and Paramedics
51-6092.00	Fabric and Apparel Patternmakers
33-2011.02	Forest Fire Fighters
51-9071.06	Gem and Diamond Workers
39-5091.00	Makeup Artists, Theatrical and Performance
51-9082.00	Medical Appliance Technicians
33-2011.01	Municipal Fire Fighters
33-9021.00	Private Detectives and Investigators
27-3011.00	Radio and Television Announcers
41-4011.01	Sales Representatives, Agricultural
41-4011.03	Sales Representatives, Electrical/Electronic
41-4011.04	Sales Representatives, Mechanical Equipment and Supplies
33-3051.03	Sheriffs and Deputy Sheriffs
51-6041.00	Shoe and Leather Workers and Repairers
27-2042.01	Singers
33-3052.00	Transit and Railroad Police

ACHIEVEMENT—JOB ZONE 3 *(Medium Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
27-2011.00	Actors
41-3011.00	Advertising Sales Agents
27-2021.00	Athletes and Sports Competitors
49-3021.00	Automotive Body and Related Repairers
49-3023.01	Automotive Master Mechanics
51-7011.00	Cabinetmakers and Bench Carpenters
19-4031.00	Chemical Technicians
17-3011.02	Civil Drafters
49-2094.00	Electrical and Electronics Repairers, Commercial and Industrial Equipment
47-2111.00	Electricians
51-9194.02	Engravers/Carvers
27-1022.00	Fashion Designers
39-1021.00	First-Line Supervisors/Managers of Personal Service Workers
13-1031.02	Insurance Adjusters, Examiners, and Investigators
27-3091.00	Interpreters and Translators
25-4013.00	Museum Technicians and Conservators
29-2091.00	Orthotists and Prosthetists
33-3051.01	Police Patrol Officers
27-4021.01	Professional Photographers
49-9063.02	Stringed Instrument Repairers and Tuners

** The occupation was assigned to the group based on its second highest work value.

*** The occupation was assigned to the group based on its third highest work value.

ACHIEVEMENT (continued)

ACHIEVEMENT—JOB ZONE 4 *(Considerable Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
49-3011.02	Aircraft Engine Specialists
53-2011.00	Airline Pilots, Copilots, and Flight Engineers
17-1011.00	Architects, Except Landscape and Naval
27-4031.00	Camera Operators, Television, Video, and Motion Picture
19-2031.00	Chemists
17-2051.00	Civil Engineers
15-1021.00	Computer Programmers
47-2031.01	Construction Carpenters
27-3041.00	Editors
21-1012.00	Educational, Vocational, and School Counselors
11-3040.00	Human Resources Managers
27-1025.00	Interior Designers
51-9071.01	Jewelers
13-1111.00	Management Analysts
11-2021.00	Marketing Managers
29-1051.00	Pharmacists
33-3021.01	Police Detectives
29-1111.00	Registered Nurses
25-2031.00	Secondary School Teachers, Except Special and Vocational Education
25-2032.00	Vocational Education Teachers, Secondary School

ACHIEVEMENT—JOB ZONE 5 *(Extensive Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
25-1042.00	Biological Science Teachers, Postsecondary
19-1020.01	Biologists
17-2041.00	Chemical Engineers
21-2011.00	Clergy
25-1021.00	Computer Science Teachers, Postsecondary
19-3031.03	Counseling Psychologists
29-1021.00	Dentists, General
25-1063.00	Economics Teachers, Postsecondary
25-1032.00	Engineering Teachers, Postsecondary
25-1123.00	English Language and Literature Teachers, Postsecondary
29-1062.00	Family and General Practitioners
17-1012.00	Landscape Architects
23-1011.00	Lawyers
15-2021.00	Mathematicians
27-2042.02	Musicians, Instrumental
41-9031.00	Sales Engineers
53-5031.00	Ship Engineers
29-1067.00	Surgeons
11-3031.01	Treasurers, Controllers, and Chief Financial Officers
29-1131.00	Veterinarians

Notes

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INDEPENDENCE

INDEPENDENCE—JOB ZONE 1 *(Little or No Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
39-9011.00	Child Care Workers***
41-9091.00	Door-to-Door Sales Workers, News and Street Vendors, and Related Workers***
45-3011.00	Fishers and Related Fishing Workers**
39-5092.00	Manicurists and Pedicurists**
41-9041.00	Telemarketers***
53-3032.01	Truck Drivers, Heavy***

INDEPENDENCE—JOB ZONE 2 *(Some Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
45-2091.00	Agricultural Equipment Operators**
49-3091.00	Bicycle Repairers**
27-1023.00	Floral Designers**
33-2022.00	Forest Fire Inspectors and Prevention Specialists**
51-7021.00	Furniture Finishers**
45-3021.00	Hunters and Trappers
39-5091.00	Makeup Artists, Theatrical and Performance***
53-5022.00	Motorboat Operators
33-9021.00	Private Detectives and Investigators**
27-3011.00	Radio and Television Announcers**
53-6051.04	Railroad Inspectors***
41-9022.00	Real Estate Sales Agents
41-4011.01	Sales Representatives, Agricultural**
41-4011.03	Sales Representatives, Electrical/Electronic**
41-4011.04	Sales Representatives, Mechanical Equipment and Supplies**
41-4012.00	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
27-2042.01	Singers**
33-3052.00	Transit and Railroad Police**
41-3041.00	Travel Agents**
39-6022.00	Travel Guides**

INDEPENDENCE—JOB ZONE 3 *(Medium Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
15-1051.00	Computer Systems Analysts
47-4011.00	Construction and Building Inspectors
45-1011.01	First-Line Supervisors and Manager/Supervisors - Agricultural Crop Workers
45-1011.06	First-Line Supervisors and Manager/Supervisors - Fishery Workers
45-1011.04	First-Line Supervisors and Manager/Supervisors - Horticultural Workers
37-1012.02	First-Line Supervisors and Manager/Supervisors - Landscaping Workers
43-1011.01	First-Line Supervisors, Customer Service
35-1012.00	First-Line Supervisors/Managers of Food Preparation and Serving Workers
39-1021.00	First-Line Supervisors/Managers of Personal Service Workers
53-1031.00	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators
33-3031.00	Fish and Game Wardens
39-9031.00	Fitness Trainers and Aerobics Instructors
11-9081.00	Lodging Managers
41-3031.02	Sales Agents, Financial Services
41-4011.05	Sales Representatives, Medical
51-9071.02	Silversmiths
19-3041.00	Sociologists
27-2012.04	Talent Directors
51-6093.00	Upholsterers
13-1022.00	Wholesale and Retail Buyers, Except Farm Products

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INDEPENDENCE (continued)

INDEPENDENCE—JOB ZONE 4 *(Considerable Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
35-1011.00	Chefs and Head Cooks
19-3031.02	Clinical Psychologists
15-1071.01	Computer Security Specialists
11-9021.00	Construction Managers
39-3092.00	Costume Attendants
51-6052.02	Custom Tailors
27-4032.00	Film and Video Editors
45-1011.05	First-Line Supervisors and Manager/Supervisors - Logging Workers
47-1011.01	First-Line Supervisors and Manager/Supervisors- Construction Trades Workers
49-1011.00	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers
19-1012.00	Food Scientists and Technologists
19-3093.00	Historians
17-2112.00	Industrial Engineers
11-3051.00	Industrial Production Managers
25-2012.00	Kindergarten Teachers, Except Special Education
37-1012.01	Lawn Service Managers
41-3031.01	Sales Agents, Securities and Commodities
11-2022.00	Sales Managers
53-5021.01	Ship and Boat Captains
13-1073.00	Training and Development Specialists

INDEPENDENCE--JOB ZONE 5 *(Extensive Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
19-1011.00	Animal Scientists
23-1022.00	Arbitrators, Mediators, and Conciliators
19-2011.00	Astronomers
19-1021.01	Biochemists
27-2022.00	Coaches and Scouts
11-3021.00	Computer and Information Systems Managers
17-2071.00	Electrical Engineers
13-2051.00	Financial Analysts
33-1021.02	Forest Fire Fighting and Prevention Supervisors
19-3032.00	Industrial-Organizational Psychologists
25-9031.00	Instructional Coordinators
23-1023.00	Judges, Magistrate Judges, and Magistrates
17-2131.00	Materials Engineers
19-1022.00	Microbiologists
29-9011.00	Occupational Health and Safety Specialists
53-5021.03	Pilots, Ship
19-3094.00	Political Scientists
11-1011.02	Private Sector Executives
27-2012.03	Program Directors
19-1031.02	Range Managers

Notes

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RECOGNITION

RECOGNITION—JOB ZONE 1 *(Little or No Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
41-9012.00	Models**

RECOGNITION—JOB ZONE 2 *(Some Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*	*O*NET-SOC#*	*O*NET-SOC Title*
53-5011.01	Able Seamen***	41-9022.00	Real Estate Sales Agents***
43-5031.00	Police, Fire, and Ambulance Dispatchers***		

RECOGNITION—JOB ZONE 3 *(Medium Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*	*O*NET-SOC#*	*O*NET-SOC Title*
27-2021.00	Athletes and Sports Competitors***	53-1021.00	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand**
17-3012.01	Electronic Drafters***	41-1012.00	First-Line Supervisors/Managers of Non-Retail Sales Workers**
45-1011.01	First-Line Supervisors and Manager/Supervisors - Agricultural Crop Workers***	51-1011.00	First-Line Supervisors/Managers of Production and Operating Workers***
45-1011.02	First-Line Supervisors and Manager/Supervisors - Animal Husbandry Workers***	41-1011.00	First-Line Supervisors/Managers of Retail Sales Workers**
47-1011.02	First-Line Supervisors and Manager/Supervisors - Extractive Workers***	53-1031.00	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators***
45-1011.06	First-Line Supervisors and Manager/Supervisors - Fishery Workers***	33-3031.00	Fish and Game Wardens***
45-1011.04	First-Line Supervisors and Manager/Supervisors - Horticultural Workers***	19-4041.02	Geological Sample Test Technicians***
37-1012.02	First-Line Supervisors and Manager/Supervisors - Landscaping Workers***	53-5021.02	Mates- Ship, Boat, and Barge
43-1011.02	First-Line Supervisors, Administrative Support***	27-2012.04	Talent Directors***
43-1011.01	First-Line Supervisors, Customer Service***	27-2023.00	Umpires, Referees, and Other Sports Officials***

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RECOGNITION (continued)

RECOGNITION—JOB ZONE 4 *(Considerable Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
11-3011.00	Administrative Services Managers**
53-2021.00	Air Traffic Controllers***
53-2011.00	Airline Pilots, Copilots, and Flight Engineers**
27-1011.00	Art Directors***
17-2051.00	Civil Engineers***
53-2012.00	Commercial Pilots**
27-2012.02	Directors- Stage, Motion Pictures, Television, and Radio***
11-9032.00	Education Administrators, Elementary and Secondary School**
11-9031.00	Education Administrators, Preschool and Child Care Center/Program**
13-2061.00	Financial Examiners**
11-3031.02	Financial Managers, Branch or Department**
47-1011.01	First-Line Supervisors and Manager/Supervisors-Construction Trades Workers**
49-1011.00	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers**
33-1012.00	First-Line Supervisors/Managers of Police and Detectives***
17-2112.00	Industrial Engineers***
17-2151.00	Mining and Geological Engineers, Including Mining Safety Engineers***
27-2012.01	Producers***
41-3031.01	Sales Agents, Securities and Commodities***
11-2022.00	Sales Managers**
53-5021.01	Ship and Boat Captains***

RECOGNITION—JOB ZONE 5 *(Extensive Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
17-2011.00	Aerospace Engineers***
17-2041.00	Chemical Engineers***
27-2032.00	Choreographers***
21-2011.00	Clergy***
27-2022.00	Coaches and Scouts***
11-9033.00	Education Administrators, Postsecondary**
33-1021.02	Forest Fire Fighting and Prevention Supervisors***
25-9031.00	Instructional Coordinators***
17-2121.01	Marine Engineers***
27-2041.01	Music Directors***
17-2171.00	Petroleum Engineers***
53-5021.03	Pilots, Ship***
27-2012.03	Program Directors***
27-1027.01	Set Designers***
53-5031.00	Ship Engineers***
29-1067.00	Surgeons***
11-3031.01	Treasurers, Controllers, and Chief Financial Officers***

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RELATIONSHIPS

RELATIONSHIPS—JOB ZONE 1 *(Little or No Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
53-3011.00	Ambulance Drivers and Attendants, Except Emergency Medical Technicians
39-3091.00	Amusement and Recreation Attendants
35-3011.00	Bartenders
39-9011.00	Child Care Workers
41-2021.00	Counter and Rental Clerks
33-9091.00	Crossing Guards
35-9011.00	Dining Room and Cafeteria Attendants and Bartender Helpers
35-2021.00	Food Preparation Workers
45-2092.02	General Farmworkers
47-3012.00	Helpers—Carpenters
49-9098.00	Helpers—Installation, Maintenance, and Repair Workers
31-1011.00	Home Health Aides
37-2012.00	Maids and Housekeeping Cleaners
39-5092.00	Manicurists and Pedicurists
43-9061.00	Office Clerks, General
51-6021.03	Pressers, Hand
51-9198.01	Production Laborers
53-3041.00	Taxi Drivers and Chauffeurs
39-6021.00	Tour Guides and Escorts
35-3031.00	Waiters and Waitresses

RELATIONSHIPS—JOB ZONE 2 *(Some Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
49-3091.00	Bicycle Repairers
35-2011.00	Cooks, Fast Food
47-4031.00	Fence Erectors
39-6031.00	Flight Attendants
47-2043.00	Floor Sanders and Finishers
43-4081.00	Hotel, Motel, and Resort Desk Clerks
25-4031.00	Library Technicians
33-9092.00	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers
31-1012.00	Nursing Aides, Orderlies, and Attendants
31-2011.00	Occupational Therapist Assistants
47-2142.00	Paperhangers
39-9021.00	Personal and Home Care Aides
29-2052.00	Pharmacy Technicians
31-2021.00	Physical Therapist Assistants
47-2152.03	Pipelaying Fitters
51-6021.01	Pressers, Delicate Fabrics
21-1093.00	Social and Human Service Assistants
43-3071.00	Tellers
41-3041.00	Travel Agents
37-3013.00	Tree Trimmers and Pruners

RELATIONSHIPS—JOB ZONE 3 *(Medium Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
51-3011.01	Bakers, Bread and Pastry
39-5011.00	Barbers
29-2031.00	Cardiovascular Technologists and Technicians
47-2051.00	Cement Masons and Concrete Finishers
35-2014.00	Cooks, Restaurant
31-9091.00	Dental Assistants
29-2021.00	Dental Hygienists
13-1071.01	Employment Interviewers, Private or Public Employment Service
47-2042.00	Floor Layers, Except Carpet, Wood, and Hard Tiles
39-5012.00	Hairdressers, Hairstylists, and Cosmetologists
49-9031.01	Home Appliance Installers
29-2061.00	Licensed Practical and Licensed Vocational Nurses
31-9092.00	Medical Assistants
29-2071.00	Medical Records and Health Information Technicians
47-2152.02	Plumbers
39-9032.00	Recreation Workers
47-2181.00	Roofers
29-2055.00	Surgical Technologists
25-9041.00	Teacher Assistants
47-2053.00	Terrazzo Workers and Finishers

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RELATIONSHIPS (continued)

RELATIONSHIPS—JOB ZONE 4 *(Considerable Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
27-4011.00	Audio and Video Equipment Technicians
29-1121.00	Audiologists**
25-9011.00	Audio-Visual Collections Specialists
47-2041.00	Carpet Installers
29-2051.00	Dietetic Technicians
29-1031.00	Dietitians and Nutritionists**
39-4011.00	Embalmers
37-1011.01	Housekeeping Supervisors
25-4021.00	Librarians
29-1122.00	Occupational Therapists**
29-2081.00	Opticians, Dispensing**
47-2141.00	Painters, Construction and Maintenance
29-1123.00	Physical Therapists**
29-1071.00	Physician Assistants**
47-2161.00	Plasterers and Stucco Masons
29-1124.00	Radiation Therapists
29-2034.02	Radiologic Technicians
29-1125.00	Recreational Therapists
29-1111.00	Registered Nurses**
29-1127.00	Speech-Language Pathologists**

RELATIONSHIPS—JOB ZONE 5 *(Extensive Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
29-1061.00	Anesthesiologists**
25-1061.00	Anthropology and Archeology Teachers, Postsecondary***
29-9091.00	Athletic Trainers
25-1042.00	Biological Science Teachers, Postsecondary***
25-1052.00	Chemistry Teachers, Postsecondary***
29-1021.00	Dentists, General***
25-1063.00	Economics Teachers, Postsecondary***
25-1123.00	English Language and Literature Teachers, Postsecondary***
29-1062.00	Family and General Practitioners***
25-1124.00	Foreign Language and Literature Teachers, Postsecondary***
25-1043.00	Forestry and Conservation Science Teachers, Postsecondary***
25-1191.00	Graduate Teaching Assistants
21-1091.00	Health Educators**
25-1125.00	History Teachers, Postsecondary***
29-1064.00	Obstetricians and Gynecologists***
29-1065.00	Pediatricians, General***
25-1054.00	Physics Teachers, Postsecondary***
25-1065.00	Political Science Teachers, Postsecondary***
25-1066.00	Psychology Teachers, Postsecondary***
25-1067.00	Sociology Teachers, Postsecondary***

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SUPPORT

SUPPORT—JOB ZONE 1 *(Little or No Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
41-2011.00	Cashiers
51-9194.05	Etchers, Hand
43-4071.00	File Clerks
45-2041.00	Graders and Sorters, Agricultural Products
49-9098.00	Helpers Installation, Maintenance, and Repair Workers
47-4051.00	Highway Maintenance Workers
51-3022.00	Meat, Poultry, and Fish Cutters and Trimmers
39-2021.00	Nonfarm Animal Caretakers
43-9061.00	Office Clerks, General
53-7064.00	Packers and Packagers, Hand
51-5023.09	Printing Press Machine Operators and Tenders
51-9198.02	Production Helpers
51-9061.05	Production Inspectors, Testers, Graders, Sorters, Samplers, Weighers
43-4171.00	Receptionists and Information Clerks
33-9032.00	Security Guards
51-9141.00	Semiconductor Processors
51-6031.01	Sewing Machine Operators, Garment
43-5071.00	Shipping, Receiving, and Traffic Clerks
53-3033.00	Truck Drivers, Light or Delivery Services
51-4121.01	Welders, Production

SUPPORT—JOB ZONE 2 *(Some Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
19-4021.00	Biological Technicians
51-9011.01	Chemical Equipment Controllers and Operators
47-2061.00	Construction Laborers
33-3012.00	Correctional Officers and Jailers
53-7021.00	Crane and Tower Operators
43-4081.00	Hotel, Motel, and Resort Desk Clerks
45-4022.01	Logging Tractor Operators
31-9093.00	Medical Equipment Preparers
39-3021.00	Motion Picture Projectionists
51-9122.00	Painters, Transportation Equipment
37-2021.00	Pest Control Workers
49-3092.00	Recreational Vehicle Service Technicians
41-2031.00	Retail Salespersons
51-3023.00	Slaughterers and Meat Packers
21-1093.00	Social and Human Service Assistants
13-2082.00	Tax Preparers
23-2093.01	Title Searchers
53-3032.02	Tractor-Trailer Truck Drivers
51-8031.00	Water and Liquid Waste Treatment Plant and System Operators
43-9022.00	Word Processors and Typists

SUPPORT—JOB ZONE 3 *(Medium Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
51-2011.01	Aircraft Structure Assemblers, Precision
49-2011.01	Automatic Teller Machine Servicers
51-3011.02	Bakers, Manufacturing
19-4061.01	City Planning Aides
49-2022.03	Communication Equipment Mechanics, Installers, and Repairers
43-4031.01	Court Clerks
51-2022.00	Electrical and Electronic Equipment Assemblers
51-9061.04	Electrical and Electronic Inspectors and Testers
51-2031.00	Engine and Other Machine Assemblers
49-9042.00	Maintenance and Repair Workers, General
51-9061.01	Materials Inspectors
53-5021.02	Mates- Ship, Boat, and Barge
47-2073.02	Operating Engineers
13-1071.02	Personnel Recruiters
33-3021.02	Police Identification and Records Officers
21-1092.00	Probation Officers and Correctional Treatment Specialists
47-2221.00	Structural Iron and Steel Workers
51-6063.00	Textile Knitting and Weaving Machine Setters, Operators, and Tenders
23-2093.02	Title Examiners and Abstractors
51-4122.01	Welding Machine Setters and Set-Up Operators

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SUPPORT (continued)

SUPPORT—JOB ZONE 4 *(Considerable Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
51-5012.00	Bookbinders
47-2081.01	Ceiling Tile Installers
49-9051.00	Electrical Power-Line Installers and Repairers
17-3024.00	Electro-Mechanical Technicians
13-1041.03	Equal Opportunity Representatives and Officers
43-6011.00	Executive Secretaries and Administrative Assistants
13-1032.00	Insurance Appraisers, Auto Damage
13-2072.00	Loan Officers
53-4011.00	Locomotive Engineers
51-4041.00	Machinists
51-9061.02	Mechanical Inspectors
51-2041.01	Metal Fabricators, Structural Metal Products
49-9044.00	Millwrights
51-8012.00	Power Distributors and Dispatchers
53-6051.02	Public Transportation Inspectors
49-9021.02	Refrigeration Mechanics
47-5013.00	Service Unit Operators, Oil, Gas, and Mining
13-2081.00	Tax Examiners, Collectors, and Revenue Agents
53-6041.00	Traffic Technicians
51-4121.03	Welder-Fitters

SUPPORT—JOB ZONE 5 *(Extensive Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
51-5022.08	Dot Etchers***
49-2095.00	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay
51-5022.10	Electrotypers and Stereotypers
25-1191.00	Graduate Teaching Assistants***
51-5021.00	Job Printers**
53-6051.03	Marine Cargo Inspectors
51-5023.02	Offset Lithographic Press Setters and Set-Up Operators
51-5022.11	Plate Finishers

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WORKING CONDITIONS

WORKING CONDITIONS—JOB ZONE 1 *(Little or No Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
43-3021.03	Billing, Posting, and Calculating Machine Operators**
51-5011.02	Bindery Machine Operators and Tenders**
53-3021.00	Bus Drivers, Transit and Intercity**
39-9011.00	Child Care Workers**
43-4041.01	Credit Authorizers**
41-9091.00	Door-To-Door Sales Workers, News and Street Vendors, and Related Workers
43-9051.02	Mail Clerks, Except Mail Machine Operators and Postal Service**
49-9043.00	Maintenance Workers, Machinery**
41-9012.00	Models
43-5052.00	Postal Service Mail Carriers**
43-3061.00	Procurement Clerks**
51-9061.05	Production Inspectors, Testers, Graders, Sorters, Samplers, Weighers**
49-9045.00	Refractory Materials Repairers, Except Brickmasons**
51-9141.00	Semiconductor Processors**
51-6031.01	Sewing Machine Operators, Garment**
51-6031.02	Sewing Machine Operators, Non-Garment**
43-2011.00	Switchboard Operators, Including Answering Service**
41-9041.00	Telemarketers
53-3032.01	Truck Drivers, Heavy
53-3033.00	Truck Drivers, Light or Delivery Services**

WORKING CONDITIONS—JOB ZONE 2 *(Some Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
43-3021.02	Billing, Cost, and Rate Clerks
43-3031.00	Bookkeeping, Accounting, and Auditing Clerks
43-4011.00	Brokerage Clerks
51-8091.00	Chemical Plant and System Operators**
49-9091.00	Coin, Vending, and Amusement Machine Servicers and Repairers
19-4011.02	Food Science Technicians
51-7021.00	Furniture Finishers
51-9071.06	Gem and Diamond Workers**
49-2092.06	Hand and Portable Power Tool Repairers
51-9082.00	Medical Appliance Technicians**
43-4031.02	Municipal Clerks**
43-3051.00	Payroll and Timekeeping Clerks**
29-2052.00	Pharmacy Technicians**
51-9131.03	Photographic Hand Developers
51-5023.01	Precision Printing Workers**
43-9081.00	Proofreaders and Copy Markers**
41-4011.03	Sales Representatives, Electrical/Electronic**
43-6014.00	Secretaries, Except Legal, Medical, and Executive**
43-9111.00	Statistical Assistants
23-2093.01	Title Searchers**

WORKING CONDITIONS—JOB ZONE 3 *(Medium Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
51-9071.04	Bench Workers, Jewelry
51-9081.00	Dental Laboratory Technicians
49-2092.01	Electric Home Appliance and Power Tool Repairers
49-2097.00	Electronic Home Entertainment Equipment Installers and Repairers
19-4091.00	Environmental Science and Protection Technicians, Including Health
49-9041.00	Industrial Machinery Mechanics
43-6012.00	Legal Secretaries
49-9094.00	Locksmiths and Safe Repairers
49-9062.00	Medical Equipment Repairers
29-2071.00	Medical Records and Health Information Technicians
51-9071.03	Model and Mold Makers, Jewelry
51-4012.00	Numerical Tool and Process Control Programmers
49-9063.04	Percussion Instrument Repairers and Tuners
51-9131.02	Photographic Reproduction Technicians
51-9083.01	Precision Lens Grinders and Polishers
49-2021.00	Radio Mechanics
47-2031.04	Ship Carpenters and Joiners
51-6052.01	Shop and Alteration Tailors
49-9063.02	Stringed Instrument Repairers and Tuners
49-9064.00	Watch Repairers

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WORKING CONDITIONS (continued)

WORKING CONDITIONS—JOB ZONE 4 *(Considerable Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
13-2011.01	Accountants
45-2011.00	Agricultural Inspectors
13-2021.01	Assessors
13-2011.02	Auditors
13-2031.00	Budget Analysts
49-9061.00	Camera and Photographic Equipment Repairers
13-1051.00	Cost Estimators
49-2011.02	Data Processing Equipment Repairers
43-9031.00	Desktop Publishers
51-5022.09	Electronic Masking System Operators
51-9131.04	Film Laboratory Technicians
13-2061.00	Financial Examiners
49-9021.01	Heating and Air Conditioning Mechanics
23-2092.00	Law Clerks
23-2011.00	Paralegals and Legal Assistants
51-5022.02	Paste-Up Workers
11-9131.00	Postmasters and Mail Superintendents
11-3061.00	Purchasing Managers
49-9063.03	Reed or Wind Instrument Repairers and Tuners
51-5022.05	Scanner Operators

WORKING CONDITIONS—JOB ZONE 5 *(Extensive Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
15-2011.00	Actuaries
23-1021.00	Administrative Law Judges, Adjudicators, and Hearing Officers**
23-1022.00	Arbitrators, Mediators, and Conciliators**
19-1021.01	Biochemists***
19-1021.02	Biophysicists***
29-1011.00	Chiropractors***
19-3031.03	Counseling Psychologists***
51-5022.08	Dot Etchers
49-2095.00	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay**
51-5022.10	Electrotypers and Stereotypers**
51-5021.00	Job Printers
23-1023.00	Judges, Magistrate Judges, and Magistrates***
53-6051.03	Marine Cargo Inspectors**
51-5023.02	Offset Lithographic Press Setters and Set-Up Operators**
19-2012.00	Physicists***
51-5022.11	Plate Finishers**
11-1011.02	Private Sector Executives***
29-1066.00	Psychiatrists***
11-3031.01	Treasurers, Controllers, and Chief Financial Officers**
29-1131.00	Veterinarians***

Notes

** The occupation was assigned to the group based on its second highest work value.

*** The occupation was assigned to the group based on its third highest work value.

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work importance locator

O*NET™ Occupations Master List

U.S. Department of Labor, Employment and Training Administration

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America's Career Kit

America's Job Bank
www.ajb.org

America's Learning eXchange
www.alx.org

America's Career InfoNet
www.acinet.org

America's Service Locator
www.servicelocator.org

O*NET OnLine
http://online.onetcenter.org

America's Workforce Network Toll Free Help Line 1-877-US-2JOBS

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Work Importance Locator

O*NET™ Occupations Master List, v. 3.0

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To help you explore careers, occupations have been listed for each Work Value/Job Zone category. Most of the occupations have been assigned to the groups based on their highest work value. In some cases, however, you will notice ** beside the occupational title. This means that the occupation was assigned to the group based on its second highest work value. In other cases, you will notice *** beside the occupational title. This means that the occupation was assigned to the group based on its third highest work value. Data are not currently available for 74 O*NET-SOC occupations. These occupations do not appear in this list.

Special Notice: Proper Use of Work Importance Locator Results

***Work Importance Locator** results **should be used** for career exploration and vocational counseling purposes only. Results are designed to assist clients in identifying their work values and using them to identify occupations that may satisfy what is most important to them in an occupation.*

***Work Importance Locator** results **should not be used** for employment or hiring decisions. Employers, educational programs, or other job related programs should not use **Work Importance Locator** results in applicant screening for jobs or training programs. The relationship between results on the **Work Importance Locator** and success in particular jobs or training programs has not been determined.*

ACHIEVEMENT

ACHIEVEMENT—JOB ZONE 1 *(Little or No Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
53-3011.00	Ambulance Drivers and Attendants, Except Emergency Medical Technicians***
51-9194.05	Etchers, Hand**
45-2093.00	Farmworkers, Farm and Ranch Animals***
45-4011.00	Forest and Conservation Workers
45-2092.02	General Farmworkers***
31-1011.00	Home Health Aides***
41-9012.00	Models***
51-9123.00	Painting, Coating, and Decorating Workers**
51-5023.09	Printing Press Machine Operators and Tenders**
51-9061.05	Production Inspectors, Testers, Graders, Sorters, Samplers, Weighers***
51-9141.00	Semiconductor Processors***
53-3033.00	Truck Drivers, Light or Delivery Services***

ACHIEVEMENT—JOB ZONE 2 *(Some Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
45-2091.00	Agricultural Equipment Operators
49-3023.02	Automotive Specialty Technicians
47-2031.03	Carpenter Assemblers and Repairers
49-9092.00	Commercial Divers
29-2041.00	Emergency Medical Technicians and Paramedics
51-6092.00	Fabric and Apparel Patternmakers
33-2021.01	Fire Inspectors
27-1023.00	Floral Designers
33-2011.02	Forest Fire Fighters
33-2022.00	Forest Fire Inspectors and Prevention Specialists
51-9071.06	Gem and Diamond Workers
39-5091.00	Makeup Artists, Theatrical and Performance
29-2012.00	Medical and Clinical Laboratory Technicians
51-9082.00	Medical Appliance Technicians
49-3052.00	Motorcycle Mechanics
33-2011.01	Municipal Fire Fighters
33-9021.00	Private Detectives and Investigators
27-3011.00	Radio and Television Announcers
41-4011.01	Sales Representatives, Agricultural
41-4011.03	Sales Representatives, Electrical/Electronic
41-4011.04	Sales Representatives, Mechanical Equipment and Supplies
41-4012.00	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
33-3051.03	Sheriffs and Deputy Sheriffs
51-6041.00	Shoe and Leather Workers and Repairers
27-2042.01	Singers
47-2044.00	Tile and Marble Setters
51-2093.00	Timing Device Assemblers, Adjusters, and Calibrators
33-3052.00	Transit and Railroad Police

ACHIEVEMENT—JOB ZONE 3 *(Medium Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
27-2011.00	Actors
41-3011.00	Advertising Sales Agents
49-3011.03	Aircraft Body and Bonded Structure Repairers
27-2021.00	Athletes and Sports Competitors
49-3021.00	Automotive Body and Related Repairers
49-3023.01	Automotive Master Mechanics
47-2021.00	Brickmasons and Blockmasons
49-3031.00	Bus and Truck Mechanics and Diesel Engine Specialists
51-7011.00	Cabinetmakers and Bench Carpenters
27-3043.03	Caption Writers
19-4031.00	Chemical Technicians
17-3011.02	Civil Drafters
13-1072.00	Compensation, Benefits, and Job Analysis Specialists
49-2094.00	Electrical and Electronics Repairers, Commercial and Industrial Equipment
47-2111.00	Electricians
17-3012.01	Electronic Drafters
51-9194.02	Engravers/Carvers
13-1041.01	Environmental Compliance Inspectors
49-3041.00	Farm Equipment Mechanics
27-1022.00	Fashion Designers
39-1021.00	First-Line Supervisors/Managers of Personal Service Workers
33-3051.02	Highway Patrol Pilots
17-3026.00	Industrial Engineering Technicians
13-1031.02	Insurance Adjusters, Examiners, and Investigators
41-3021.00	Insurance Sales Agents
27-3091.00	Interpreters and Translators
17-3031.02	Mapping Technicians
27-1026.00	Merchandise Displayers and Window Trimmers
49-3051.00	Motorboat Mechanics
25-4013.00	Museum Technicians and Conservators
29-2091.00	Orthotists and Prosthetists
49-3053.00	Outdoor Power Equipment and Other Small Engine Mechanics

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** Indicates that the occupation was assigned to the group based on its second highest work value.
*** Indicates that the occupation was assigned to the group based on its third highest work value.

ACHIEVEMENT (continued)

ACHIEVEMENT—JOB ZONE 3 *(CONTINUED)*

*O*NET-SOC#*	*O*NET-SOC Title*
27-4021.02	Photographers, Scientific
51-9131.01	Photographic Retouchers and Restorers
33-3051.01	Police Patrol Officers
51-9194.01	Precision Etchers and Engravers, Hand or Machine
27-4021.01	Professional Photographers
27-3012.00	Public Address System and Other Announcers
27-4013.00	Radio Operators
49-3043.00	Rail Car Repairers
47-2031.02	Rough Carpenters
41-4011.02	Sales Representatives, Chemical and Pharmaceutical
51-9071.02	Silversmiths
27-1013.02	Sketch Artists
27-4014.00	Sound Engineering Technicians
51-9195.03	Stone Cutters and Carvers
49-9063.02	Stringed Instrument Repairers and Tuners
27-2023.00	Umpires, Referees, and Other Sports Officials

ACHIEVEMENT—JOB ZONE 4 *(Considerable Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
25-3011.00	Adult Literacy, Remedial Education, and GED Teachers and Instructors
11-2011.00	Advertising and Promotions Managers
17-3021.00	Aerospace Engineering and Operations Technicians
53-2021.00	Air Traffic Controllers
49-3011.02	Aircraft Engine Specialists
49-3011.01	Airframe-and-Power-Plant Mechanics
53-2011.00	Airline Pilots, Copilots, and Flight Engineers
17-1011.00	Architects, Except Landscape and Naval
17-3011.01	Architectural Drafters
27-1011.00	Art Directors
19-2021.00	Atmospheric and Space Scientists
29-1121.00	Audiologists
47-2031.05	Boat Builders and Shipwrights
27-3021.00	Broadcast News Analysts
27-4012.00	Broadcast Technicians
27-4031.00	Camera Operators, Television, Video, and Motion Picture
17-1021.00	Cartographers and Photogrammetrists
27-1013.03	Cartoonists
19-2031.00	Chemists
33-3021.04	Child Support, Missing Persons, and Unemployment Insurance Fraud Investigators
21-1021.00	Child, Family, and School Social Workers
17-3022.00	Civil Engineering Technicians
17-2051.00	Civil Engineers
27-1021.00	Commercial and Industrial Designers
53-2012.00	Commercial Pilots
11-3041.00	Compensation and Benefits Managers
17-2061.00	Computer Hardware Engineers
15-1021.00	Computer Programmers
15-1031.00	Computer Software Engineers, Applications
15-1032.00	Computer Software Engineers, Systems Software
15-1041.00	Computer Support Specialists
47-2031.01	Construction Carpenters
27-3043.02	Creative Writers
33-3021.03	Criminal Investigators and Special Agents
27-2031.00	Dancers
29-1031.00	Dietitians and Nutritionists
27-3041.00	Editors
11-9032.00	Education Administrators, Elementary and Secondary School
11-9031.00	Education Administrators, Preschool and Child Care Center/Program
19-3031.01	Educational Psychologists
21-1012.00	Educational, Vocational, and School Counselors
17-3012.02	Electrical Drafters
17-3023.03	Electrical Engineering Technicians
17-3023.01	Electronics Engineering Technicians
25-2021.00	Elementary School Teachers, Except Special Education
19-1041.00	Epidemiologists
27-1027.02	Exhibit Designers
25-9021.00	Farm and Home Management Advisors
11-3031.02	Financial Managers, Branch or Department
33-2021.02	Fire Investigators
33-1012.00	First-Line Supervisors/Managers of Police and Detectives
19-4092.00	Forensic Science Technicians
51-9195.04	Glass Blowers, Molders, Benders, and Finishers
11-1011.01	Government Service Executives
27-1024.00	Graphic Designers
11-3040.00	Human Resources Managers
27-1025.00	Interior Designers
51-9071.01	Jewelers
13-1111.00	Management Analysts
19-3021.00	Market Research Analysts
11-2021.00	Marketing Managers
15-3011.00	Mathematical Technicians
17-3013.00	Mechanical Drafters
17-3027.00	Mechanical Engineering Technicians
29-2011.00	Medical and Clinical Laboratory Technologists
21-1022.00	Medical and Public Health Social Workers
19-1042.00	Medical Scientists, Except Epidemiologists
21-1023.00	Mental Health and Substance Abuse Social Workers
21-1014.00	Mental Health Counselors
25-2022.00	Middle School Teachers, Except Special and Vocational Education
49-3042.00	Mobile Heavy Equipment Mechanics, Except Engines
51-4061.00	Model Makers, Metal and Plastic

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*** Indicates that the occupation was assigned to the group based on its third highest work value.

ACHIEVEMENT (continued)

ACHIEVEMENT—JOB ZONE 4 *(CONTINUED)*

*O*NET-SOC#*	*O*NET-SOC Title*
51-7031.00	Model Makers, Wood
33-1021.01	Municipal Fire Fighting and Prevention Supervisors
27-2041.02	Music Arrangers and Orchestrators
15-1081.00	Network Systems and Data Communications Analysts
29-2033.00	Nuclear Medicine Technologists
29-1122.00	Occupational Therapists
29-2081.00	Opticians, Dispensing
29-1041.00	Optometrists
27-1013.01	Painters and Illustrators
51-7032.00	Patternmakers, Wood
51-9071.05	Pewter Casters and Finishers
29-1051.00	Pharmacists
51-5022.03	Photoengravers
29-1123.00	Physical Therapists
29-1071.00	Physician Assistants
47-2152.01	Pipe Fitters
29-1081.00	Podiatrists
27-3043.01	Poets and Lyricists
33-3021.01	Police Detectives
27-3031.00	Public Relations Specialists
13-1023.00	Purchasing Agents, Except Wholesale, Retail, and Farm Products
29-2034.01	Radiologic Technologists
29-1111.00	Registered Nurses
27-3022.00	Reporters and Correspondents
25-2031.00	Secondary School Teachers, Except Special and Vocational Education
25-3021.00	Self-Enrichment Education Teachers
11-9151.00	Social and Community Service Managers
25-2042.00	Special Education Teachers, Middle School
25-2041.00	Special Education Teachers, Preschool, Kindergarten, and Elementary School
25-2043.00	Special Education Teachers, Secondary School
29-1127.00	Speech-Language Pathologists
15-2041.00	Statisticians
47-2022.00	Stonemasons
21-1011.00	Substance Abuse and Behavioral Disorder Counselors
17-1022.00	Surveyors
11-3042.00	Training and Development Managers
19-3051.00	Urban and Regional Planners
25-1194.00	Vocational Education Teachers Postsecondary
25-2023.00	Vocational Education Teachers, Middle School
25-2032.00	Vocational Education Teachers, Secondary School

ACHIEVEMENT—JOB ZONE 5 *(Extensive Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
17-2011.00	Aerospace Engineers
25-1041.00	Agricultural Sciences Teachers, Postsecondary
29-1061.00	Anesthesiologists
25-1061.00	Anthropology and Archeology Teachers, Postsecondary
25-4011.00	Archivists
25-1062.00	Area, Ethnic, and Cultural Studies Teachers, Postsecondary
25-1121.00	Art, Drama, and Music Teachers, Postsecondary
29-9091.00	Athletic Trainers
25-1042.00	Biological Science Teachers, Postsecondary
19-1020.01	Biologists
17-2041.00	Chemical Engineers
25-1052.00	Chemistry Teachers, Postsecondary
29-1011.00	Chiropractors
21-2011.00	Clergy
25-1021.00	Computer Science Teachers, Postsecondary
19-3031.03	Counseling Psychologists
29-1021.00	Dentists, General
21-2021.00	Directors, Religious Activities and Education
25-1063.00	Economics Teachers, Postsecondary
19-3011.00	Economists
11-9033.00	Education Administrators, Postsecondary
25-1032.00	Engineering Teachers, Postsecondary
25-1123.00	English Language and Literature Teachers, Postsecondary
19-2041.00	Environmental Scientists and Specialists, Including Health
29-1062.00	Family and General Practitioners
25-1124.00	Foreign Language and Literature Teachers, Postsecondary
25-1043.00	Forestry and Conservation Science Teachers, Postsecondary
19-2042.01	Geologists
21-1091.00	Health Educators
25-1071.00	Health Specialties Teachers, Postsecondary
25-1125.00	History Teachers, Postsecondary
29-1063.00	Internists, General
17-1012.00	Landscape Architects
23-1011.00	Lawyers
17-2121.02	Marine Architects
17-2121.01	Marine Engineers
25-1022.00	Mathematical Science Teachers, Postsecondary
15-2021.00	Mathematicians
27-2041.01	Music Directors
27-2042.02	Musicians, Instrumental
17-2161.00	Nuclear Engineers
25-1072.00	Nursing Instructors and Teachers, Postsecondary
29-1064.00	Obstetricians and Gynecologists
29-1022.00	Oral and Maxillofacial Surgeons
29-1023.00	Orthodontists
29-1065.00	Pediatricians, General

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ACHIEVEMENT (continued)

ACHIEVEMENT—JOB ZONE 5 *(CONTINUED)*

*O*NET-SOC#*	*O*NET-SOC Title*	*O*NET-SOC#*	*O*NET-SOC Title*
17-2171.00	Petroleum Engineers	27-1013.04	Sculptors
19-2012.00	Physicists	27-1027.01	Set Designers
25-1054.00	Physics Teachers, Postsecondary	53-5031.00	Ship Engineers
25-1065.00	Political Science Teachers, Postsecondary	25-1067.00	Sociology Teachers, Postsecondary
17-2111.03	Product Safety Engineers	29-1067.00	Surgeons
29-1024.00	Prosthodontists	27-3042.00	Technical Writers
29-1066.00	Psychiatrists	11-3031.01	Treasurers, Controllers, and Chief Financial Officers
25-1066.00	Psychology Teachers, Postsecondary	29-1131.00	Veterinarians
41-9031.00	Sales Engineers	19-1023.00	Zoologists and Wildlife Biologists

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*** Indicates that the occupation was assigned to the group based on its third highest work value.

INDEPENDENCE

INDEPENDENCE—JOB ZONE 1 *(Little or No Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
39-9011.00	Child Care Workers***
41-9091.00	Door-to-Door Sales Workers, News and Street Vendors, and Related Workers***
45-3011.00	Fishers and Related Fishing Workers**
39-5092.00	Manicurists and Pedicurists**
41-9041.00	Telemarketers***
53-3032.01	Truck Drivers, Heavy***

INDEPENDENCE—JOB ZONE 2 *(Some Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
45-2091.00	Agricultural Equipment Operators**
49-3091.00	Bicycle Repairers**
27-1023.00	Floral Designers**
33-2022.00	Forest Fire Inspectors and Prevention Specialists**
51-7021.00	Furniture Finishers**
45-3021.00	Hunters and Trappers
39-5091.00	Makeup Artists, Theatrical and Performance***
53-5022.00	Motorboat Operators
33-9021.00	Private Detectives and Investigators**
27-3011.00	Radio and Television Announcers**
53-6051.04	Railroad Inspectors***
41-9022.00	Real Estate Sales Agents
41-4011.01	Sales Representatives, Agricultural**
41-4011.03	Sales Representatives, Electrical/Electronic**
41-4011.04	Sales Representatives, Mechanical Equipment and Supplies**
41-4012.00	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
27-2042.01	Singers**
33-3052.00	Transit and Railroad Police**
41-3041.00	Travel Agents**
39-6022.00	Travel Guides**

INDEPENDENCE—JOB ZONE 3 *(Medium Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
13-1011.00	Agents and Business Managers of Artists, Performers, and Athletes
45-2021.00	Animal Breeders
39-2011.00	Animal Trainers
15-1051.00	Computer Systems Analysts
47-4011.00	Construction and Building Inspectors
51-9194.03	Etchers
11-9012.00	Farmers and Ranchers
45-1011.01	First-Line Supervisors and Manager/Supervisors - Agricultural Crop Workers
45-1011.03	First-Line Supervisors and Manager/Supervisors - Animal Care Workers, Except Livestock
45-1011.02	First-Line Supervisors and Manager/Supervisors - Animal Husbandry Workers
47-1011.02	First-Line Supervisors and Manager/Supervisors-Extractive Workers
45-1011.06	First-Line Supervisors and Manager/Supervisors - Fishery Workers
45-1011.04	First-Line Supervisors and Manager/Supervisors - Horticultural Workers
37-1012.02	First-Line Supervisors and Manager/Supervisors - Landscaping Workers
43-1011.02	First-Line Supervisors, Administrative Support
43-1011.01	First-Line Supervisors, Customer Service
35-1012.00	First-Line Supervisors/Managers of Food Preparation and Serving Workers
53-1021.00	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand
41-1012.00	First-Line Supervisors/Managers of Non-Retail Sales Workers
39-1021.00	First-Line Supervisors/Managers of Personal Service Workers
51-1011.00	First-Line Supervisors/Managers of Production and Operating Workers
41-1011.00	First-Line Supervisors/Managers of Retail Sales Workers
53-1031.00	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators
33-3031.00	Fish and Game Wardens
39-9031.00	Fitness Trainers and Aerobics Instructors
11-9071.00	Gaming Managers
39-1011.00	Gaming Supervisors
37-1011.02	Janitorial Supervisors
11-9081.00	Lodging Managers
51-5022.07	Platemakers
41-3031.02	Sales Agents, Financial Services

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INDEPENDENCE (continued)

INDEPENDENCE—JOB ZONE 3 *(CONTINUED)*

*O*NET-SOC#*	*O*NET-SOC Title*
41-4011.06	Sales Representatives, Instruments
41-4011.05	Sales Representatives, Medical
51-9071.02	Silversmiths
19-3041.00	Sociologists
27-2012.04	Talent Directors
51-6093.00	Upholsterers
13-1022.00	Wholesale and Retail Buyers, Except Farm Products

INDEPENDENCE—JOB ZONE 4 *(Considerable Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
11-3011.00	Administrative Services Managers
11-9011.02	Agricultural Crop Farm Managers
19-3091.01	Anthropologists
13-2021.02	Appraisers, Real Estate
19-3091.02	Archeologists
51-5022.04	Camera Operators
35-1011.00	Chefs and Head Cooks
19-3031.02	Clinical Psychologists
15-1071.01	Computer Security Specialists
11-9021.00	Construction Managers
27-3043.04	Copy Writers
13-1041.06	Coroners
39-3092.00	Costume Attendants
25-4012.00	Curators
51-6052.02	Custom Tailors
15-1061.00	Database Administrators
27-2012.02	Directors- Stage, Motion Pictures, Television, and Radio
27-4032.00	Film and Video Editors
17-2111.02	Fire-Prevention and Protection Engineers
45-1011.05	First-Line Supervisors and Manager/Supervisors - Logging Workers
47-1011.01	First-Line Supervisors and Manager/Supervisors- Construction Trades Workers
49-1011.00	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers
11-9011.03	Fish Hatchery Managers
19-1012.00	Food Scientists and Technologists
11-9051.00	Food Service Managers
19-1032.00	Foresters
11-9061.00	Funeral Directors
19-3092.00	Geographers
11-1011.01	Government Service Executives
19-3093.00	Historians
17-2112.00	Industrial Engineers
11-3051.00	Industrial Production Managers
17-2111.01	Industrial Safety and Health Engineers
25-2012.00	Kindergarten Teachers, Except Special Education
37-1012.01	Lawn Service Managers
19-2032.00	Materials Scientists
17-2141.00	Mechanical Engineers
11-9111.00	Medical and Health Services Managers
13-1121.00	Meeting and Convention Planners
17-2151.00	Mining and Geological Engineers, Including Mining Safety Engineers
11-9011.01	Nursery and Greenhouse Managers
15-2031.00	Operations Research Analysts
19-1031.03	Park Naturalists
51-9195.05	Potters
25-2011.00	Preschool Teachers, Except Special Education
27-2012.01	Producers
11-9141.00	Property, Real Estate, and Community Association Managers
13-1021.00	Purchasing Agents and Buyers, Farm Products
41-3031.01	Sales Agents, Securities and Commodities
11-2022.00	Sales Managers
53-5021.01	Ship and Boat Captains
19-1031.01	Soil Conservationists
11-3071.02	Storage and Distribution Managers
51-5022.06	Strippers
27-2012.05	Technical Directors/Managers
13-1073.00	Training and Development Specialists
11-3071.01	Transportation Managers

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INDEPENDENCE (continued)

INDEPENDENCE—JOB ZONE 5 *(Extensive Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
23-1021.00	Administrative Law Judges, Adjudicators, and Hearing Officers
17-2021.00	Agricultural Engineers
19-1011.00	Animal Scientists
23-1022.00	Arbitrators, Mediators, and Conciliators
19-2011.00	Astronomers
19-1021.01	Biochemists
19-1021.02	Biophysicists
27-2032.00	Choreographers
27-2022.00	Coaches and Scouts
27-2041.03	Composers
11-3021.00	Computer and Information Systems Managers
17-2071.00	Electrical Engineers
17-2072.00	Electronics Engineers, Except Computer
11-9041.00	Engineering Managers
13-2051.00	Financial Analysts
33-1021.02	Forest Fire Fighting and Prevention Supervisors
19-2043.00	Hydrologists
19-3032.00	Industrial-Organizational Psychologists
25-9031.00	Instructional Coordinators
23-1023.00	Judges, Magistrate Judges, and Magistrates
17-2131.00	Materials Engineers
19-1022.00	Microbiologists
11-9121.00	Natural Sciences Managers
29-9011.00	Occupational Health and Safety Specialists
53-5021.03	Pilots, Ship
19-1013.01	Plant Scientists
19-3094.00	Political Scientists
11-1011.02	Private Sector Executives
27-2012.03	Program Directors
19-1031.02	Range Managers
19-1013.02	Soil Scientists

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RECOGNITION

RECOGNITION—JOB ZONE 1 *(Little or No Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
41-9012.00	Models**

RECOGNITION—JOB ZONE 2 *(Some Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
53-5011.01	Able Seamen***
43-5031.00	Police, Fire, and Ambulance Dispatchers***
41-9022.00	Real Estate Sales Agents***

RECOGNITION—JOB ZONE 3 *(Medium Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
27-2021.00	Athletes and Sports Competitors***
17-3012.01	Electronic Drafters***
45-1011.01	First-Line Supervisors and Manager/Supervisors - Agricultural Crop Workers***
45-1011.02	First-Line Supervisors and Manager/Supervisors - Animal Husbandry Workers***
47-1011.02	First-Line Supervisors and Manager/Supervisors- Extractive Workers***
45-1011.06	First-Line Supervisors and Manager/Supervisors - Fishery Workers***
45-1011.04	First-Line Supervisors and Manager/Supervisors - Horticultural Workers***
37-1012.02	First-Line Supervisors and Manager/Supervisors - Landscaping Workers***
43-1011.02	First-Line Supervisors, Administrative Support***
43-1011.01	First-Line Supervisors, Customer Service***
53-1021.00	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand**
41-1012.00	First-Line Supervisors/Managers of Non-Retail Sales Workers**
51-1011.00	First-Line Supervisors/Managers of Production and Operating Workers***
41-1011.00	First-Line Supervisors/Managers of Retail Sales Workers**
53-1031.00	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators***
33-3031.00	Fish and Game Wardens***
19-4041.02	Geological Sample Test Technicians***
53-5021.02	Mates- Ship, Boat, and Barge
27-2012.04	Talent Directors***
27-2023.00	Umpires, Referees, and Other Sports Officials***

RECOGNITION—JOB ZONE 4 *(Considerable Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
11-3011.00	Administrative Services Managers**
53-2011.00	Airline Pilots, Copilots, and Flight Engineers**
53-2021.00	Air Traffic Controllers***
27-1011.00	Art Directors***
17-2051.00	Civil Engineers***
53-2012.00	Commercial Pilots**
27-2012.02	Directors- Stage, Motion Pictures, Television, and Radio***
11-9032.00	Education Administrators, Elementary and Secondary School**
11-9031.00	Education Administrators, Preschool and Child Care Center/Program**
13-2061.00	Financial Examiners**
11-3031.02	Financial Managers, Branch or Department**
47-1011.01	First-Line Supervisors and Manager/Supervisors- Construction Trades Workers**
49-1011.00	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers**
33-1012.00	First-Line Supervisors/Managers of Police and Detectives***
17-2112.00	Industrial Engineers***
17-2151.00	Mining and Geological Engineers, Including Mining Safety Engineers***
27-2012.01	Producers***
41-3031.01	Sales Agents, Securities and Commodities***
11-2022.00	Sales Managers**
53-5021.01	Ship and Boat Captains***
27-2012.05	Technical Directors/Managers***

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RECOGNITION (continued)

RECOGNITION—JOB ZONE 5 *(Extensive Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*	*O*NET-SOC#*	*O*NET-SOC Title*
17-2011.00	Aerospace Engineers***	27-2041.01	Music Directors***
17-2041.00	Chemical Engineers***	17-2171.00	Petroleum Engineers***
27-2032.00	Choreographers***	53-5021.03	Pilots, Ship***
21-2011.00	Clergy***	27-2012.03	Program Directors***
27-2022.00	Coaches and Scouts***	27-1027.01	Set Designers***
11-9033.00	Education Administrators, Postsecondary**	53-5031.00	Ship Engineers***
33-1021.02	Forest Fire Fighting and Prevention Supervisors***	29-1067.00	Surgeons***
25-9031.00	Instructional Coordinators***	11-3031.01	Treasurers, Controllers, and Chief Financial Officers***
17-2121.01	Marine Engineers***		

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RELATIONSHIPS

RELATIONSHIPS—JOB ZONE 1 *(Little or No Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
53-3011.00	Ambulance Drivers and Attendants, Except Emergency Medical Technicians
39-3091.00	Amusement and Recreation Attendants
39-6011.00	Baggage Porters and Bellhops
35-3011.00	Bartenders
39-9011.00	Child Care Workers
53-7061.00	Cleaners of Vehicles and Equipment
35-3021.00	Combined Food Preparation and Serving Workers, Including Fast Food
35-2015.00	Cooks, Short Order
41-2021.00	Counter and Rental Clerks
35-3022.00	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop
43-5021.00	Couriers and Messengers
33-9091.00	Crossing Guards
41-9011.00	Demonstrators and Product Promoters
35-9011.00	Dining Room and Cafeteria Attendants and Bartender Helpers
35-9021.00	Dishwashers
45-2093.00	Farmworkers, Farm and Ranch Animals
45-3011.00	Fishers and Related Fishing Workers
35-2021.00	Food Preparation Workers
35-3041.00	Food Servers, Nonrestaurant
39-4021.00	Funeral Attendants
45-2092.02	General Farmworkers
47-3011.00	Helpers—Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters
47-3012.00	Helpers—Carpenters
49-9098.00	Helpers—Installation, Maintenance, and Repair Workers
47-3014.00	Helpers—Painters, Paperhangers, Plasterers, and Stucco Masons
31-1011.00	Home Health Aides
37-2011.00	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
37-3011.00	Landscaping and Groundskeeping Workers
39-3093.00	Locker Room, Coatroom, and Dressing Room Attendants
37-2012.00	Maids and Housekeeping Cleaners
39-5092.00	Manicurists and Pedicurists
43-9061.00	Office Clerks, General
53-6021.00	Parking Lot Attendants
51-6021.03	Pressers, Hand
51-9198.01	Production Laborers
53-6031.00	Service Station Attendants
51-6051.00	Sewers, Hand
51-6011.01	Spotters, Dry Cleaning
53-3041.00	Taxi Drivers and Chauffeurs
49-3093.00	Tire Repairers and Changers
39-6021.00	Tour Guides and Escorts
39-6032.00	Transportation Attendants, Except Flight Attendants and Baggage Porters
39-3031.00	Ushers, Lobby Attendants, and Ticket Takers
35-3031.00	Waiters and Waitresses

RELATIONSHIPS—JOB ZONE 2 *(Some Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
49-3091.00	Bicycle Repairers
35-2011.00	Cooks, Fast Food
35-2012.00	Cooks, Institution and Cafeteria
47-4031.00	Fence Erectors
39-6031.00	Flight Attendants
47-2043.00	Floor Sanders and Finishers
47-3015.00	Helpers—Pipelayers, Plumbers, Pipefitters, and Steamfitters
43-4081.00	Hotel, Motel, and Resort Desk Clerks
25-4031.00	Library Technicians
33-9092.00	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers
39-5091.00	Makeup Artists, Theatrical and Performance
31-1012.00	Nursing Aides, Orderlies, and Attendants
31-2012.00	Occupational Therapist Aides
31-2011.00	Occupational Therapist Assistants
47-2142.00	Paperhangers
39-9021.00	Personal and Home Care Aides
37-3012.00	Pesticide Handlers, Sprayers, and Applicators, Vegetation
29-2052.00	Pharmacy Technicians
31-2022.00	Physical Therapist Aides
31-2021.00	Physical Therapist Assistants
47-2072.00	Pile-Driver Operators
47-2152.03	Pipelaying Fitters
51-6021.01	Pressers, Delicate Fabrics
31-1013.00	Psychiatric Aides
47-5051.00	Rock Splitters, Quarry
21-1093.00	Social and Human Service Assistants
43-3071.00	Tellers
41-3041.00	Travel Agents
43-4181.01	Travel Clerks
39-6022.00	Travel Guides
37-3013.00	Tree Trimmers and Pruners
43-4061.02	Welfare Eligibility Workers and Interviewers

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RELATIONSHIPS (continued)

RELATIONSHIPS—JOB ZONE 3 *(Medium Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
51-3011.01	Bakers, Bread and Pastry
39-5011.00	Barbers
51-3021.00	Butchers and Meat Cutters
29-2031.00	Cardiovascular Technologists and Technicians
47-2051.00	Cement Masons and Concrete Finishers
35-2014.00	Cooks, Restaurant
31-9091.00	Dental Assistants
29-2021.00	Dental Hygienists
13-1071.01	Employment Interviewers, Private or Public Employment Service
47-2042.00	Floor Layers, Except Carpet, Wood, and Hard Tiles
47-2121.00	Glaziers
39-5012.00	Hairdressers, Hairstylists, and Cosmetologists
49-9031.01	Home Appliance Installers
35-9031.00	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop
29-2061.00	Licensed Practical and Licensed Vocational Nurses
31-9092.00	Medical Assistants
29-2071.00	Medical Records and Health Information Technicians
13-2052.00	Personal Financial Advisors
47-2152.02	Plumbers
29-2053.00	Psychiatric Technicians
39-9032.00	Recreation Workers
39-9041.00	Residential Advisors
29-1126.00	Respiratory Therapists
47-2181.00	Roofers
29-2055.00	Surgical Technologists
25-9041.00	Teacher Assistants
47-2053.00	Terrazzo Workers and Finishers
31-9096.00	Veterinary Assistants and Laboratory Animal Caretakers

RELATIONSHIPS—JOB ZONE 4 *(Considerable Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
27-4011.00	Audio and Video Equipment Technicians
29-1121.00	Audiologists**
25-9011.00	Audio-Visual Collections Specialists
47-2041.00	Carpet Installers
29-2051.00	Dietetic Technicians
29-1031.00	Dietitians and Nutritionists**
39-4011.00	Embalmers
37-1011.01	Housekeeping Supervisors
25-4021.00	Librarians
29-1122.00	Occupational Therapists**
29-2081.00	Opticians, Dispensing**
47-2141.00	Painters, Construction and Maintenance
29-1123.00	Physical Therapists**
29-1071.00	Physician Assistants**
47-2161.00	Plasterers and Stucco Masons
29-1124.00	Radiation Therapists
29-2034.02	Radiologic Technicians
29-1125.00	Recreational Therapists
29-1111.00	Registered Nurses**
29-1127.00	Speech-Language Pathologists**

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RELATIONSHIPS (continued)

RELATIONSHIPS—JOB ZONE 5 *(Extensive Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
25-1041.00	Agricultural Sciences Teachers, Postsecondary***
29-1061.00	Anesthesiologists**
25-1061.00	Anthropology and Archeology Teachers, Postsecondary***
25-1062.00	Area, Ethnic, and Cultural Studies Teachers, Postsecondary***
25-1121.00	Art, Drama, and Music Teachers, Postsecondary***
29-9091.00	Athletic Trainers
25-1042.00	Biological Science Teachers, Postsecondary***
25-1052.00	Chemistry Teachers, Postsecondary***
29-1021.00	Dentists, General***
25-1063.00	Economics Teachers, Postsecondary***
25-1123.00	English Language and Literature Teachers, Postsecondary***
29-1062.00	Family and General Practitioners***
25-1124.00	Foreign Language and Literature Teachers, Postsecondary***
25-1043.00	Forestry and Conservation Science Teachers, Postsecondary***
25-1191.00	Graduate Teaching Assistants
21-1091.00	Health Educators**
25-1071.00	Health Specialties Teachers, Postsecondary***
25-1125.00	History Teachers, Postsecondary***
29-1063.00	Internists, General***
25-1072.00	Nursing Instructors and Teachers, Postsecondary***
29-1064.00	Obstetricians and Gynecologists***
29-1022.00	Oral and Maxillofacial Surgeons***
29-1023.00	Orthodontists***
29-1065.00	Pediatricians, General***
25-1054.00	Physics Teachers, Postsecondary***
25-1065.00	Political Science Teachers, Postsecondary***
25-1066.00	Psychology Teachers, Postsecondary***
25-1067.00	Sociology Teachers, Postsecondary***

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SUPPORT

SUPPORT—JOB ZONE 1 *(Little or No Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
33-3011.00	Bailiffs
43-3021.03	Billing, Posting, and Calculating Machine Operators
51-5011.02	Bindery Machine Operators and Tenders
53-3021.00	Bus Drivers, Transit and Intercity
41-2011.00	Cashiers
51-9191.00	Cementing and Gluing Machine Operators and Tenders
43-2021.02	Central Office Operators
51-9192.00	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders
51-9121.02	Coating, Painting, and Spraying Machine Operators and Tenders
53-7011.00	Conveyor Operators and Tenders
51-9193.00	Cooling and Freezing Equipment Operators and Tenders
43-4041.01	Credit Authorizers
43-4041.02	Credit Checkers
51-9021.00	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders
51-9031.00	Cutters and Trimmers, Hand
51-9032.04	Cutting and Slicing Machine Operators and Tenders
43-2021.01	Directory Assistance Operators
53-3031.00	Driver/Sales Workers
43-9071.01	Duplicating Machine Operators
51-9194.05	Etchers, Hand
51-6091.01	Extruding and Forming Machine Operators and Tenders, Synthetic or Glass Fibers
51-9041.02	Extruding, Forming, Pressing, and Compacting Machine Operators and Tenders
49-9093.00	Fabric Menders, Except Garment
45-4021.00	Fallers
43-4071.00	File Clerks
51-3091.00	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders
51-3093.00	Food Cooking Machine Operators and Tenders
53-7062.03	Freight, Stock, and Material Movers, Hand
51-9051.00	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders
51-9032.03	Glass Cutting Machine Setters and Set-Up Operators
45-2041.00	Graders and Sorters, Agricultural Products
51-9022.00	Grinding and Polishing Workers, Hand
47-5081.00	Helpers—Extraction Workers
49-9098.00	Helpers–Installation, Maintenance, and Repair Workers
47-4051.00	Highway Maintenance Workers
53-7041.00	Hoist and Winch Operators
53-7051.00	Industrial Truck and Tractor Operators
43-4111.00	Interviewers, Except Eligibility and Loan
51-6011.03	Laundry and Drycleaning Machine Operators and Tenders, Except Pressing
43-4121.00	Library Assistants, Clerical
53-7063.00	Machine Feeders and Offbearers
43-9051.02	Mail Clerks, Except Mail Machine Operators and Postal Service
43-9051.01	Mail Machine Operators, Preparation and Handling
49-9043.00	Maintenance Workers, Machinery
51-5023.05	Marking and Identification Printing Machine Setters and Set-Up Operators
43-5081.02	Marking Clerks
51-3022.00	Meat, Poultry, and Fish Cutters and Trimmers
51-4072.04	Metal Molding, Coremaking, and Casting Machine Operators and Tenders
43-5041.00	Meter Readers, Utilities
51-9023.00	Mixing and Blending Machine Setters, Operators, and Tenders
51-4193.04	Nonelectrolytic Plating and Coating Machine Operators and Tenders, Metal and Plastic
39-2021.00	Nonfarm Animal Caretakers
45-2092.01	Nursery Workers
43-9061.00	Office Clerks, General
51-9111.00	Packaging and Filling Machine Operators and Tenders
53-7064.00	Packers and Packagers, Hand
51-9123.00	Painting, Coating, and Decorating Workers
51-9194.04	Pantograph Engravers
33-3041.00	Parking Enforcement Workers
51-4072.02	Plastic Molding and Casting Machine Operators and Tenders
43-5052.00	Postal Service Mail Carriers
51-4052.00	Pourers and Casters, Metal
51-6021.02	Pressing Machine Operators and Tenders- Textile, Garment, and Related Materials
51-5023.09	Printing Press Machine Operators and Tenders
43-3061.00	Procurement Clerks
51-9198.02	Production Helpers
51-9061.05	Production Inspectors, Testers, Graders, Sorters, Samplers, Weighers
53-4021.02	Railroad Yard Workers
47-4061.00	Rail-Track Laying and Maintenance Equipment Operators
43-4171.00	Receptionists and Information Clerks
49-9045.00	Refractory Materials Repairers, Except Brickmasons
53-7081.00	Refuse and Recyclable Material Collectors
33-9032.00	Security Guards
51-9141.00	Semiconductor Processors
51-9012.00	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders
51-6031.01	Sewing Machine Operators, Garment
51-6031.02	Sewing Machine Operators, Non-Garment
43-5071.00	Shipping, Receiving, and Traffic Clerks
51-6042.00	Shoe Machine Operators and Tenders
51-4121.04	Solderers
51-4122.04	Soldering and Brazing Machine Operators and Tenders
53-7062.01	Stevedores, Except Equipment Operators
43-5081.01	Stock Clerks, Sales Floor
43-2011.00	Switchboard Operators, Including Answering Service
51-6061.00	Textile Bleaching and Dyeing Machine Operators and Tenders
51-9197.00	Tire Builders
53-3033.00	Truck Drivers, Light or Delivery Services
43-5111.00	Weighers, Measurers, Checkers, and Samplers, Recordkeeping
51-4121.01	Welders, Production
51-7042.02	Woodworking Machine Operators and Tenders, Except Sawing

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SUPPORT (continued)

SUPPORT—JOB ZONE 2 *(Some Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
53-5011.01	Able Seamen
43-4051.01	Adjustment Clerks
19-4011.01	Agricultural Technicians
33-9011.00	Animal Control Workers
49-3022.00	Automotive Glass Installers and Repairers
51-8013.02	Auxiliary Equipment Operators, Power
49-2092.03	Battery Repairers
43-3011.00	Bill and Account Collectors
51-5011.01	Bindery Machine Setters and Set-Up Operators
19-4021.00	Biological Technicians
51-8021.01	Boiler Operators and Tenders, Low Pressure
47-2031.06	Brattice Builders
51-4121.05	Brazers
53-6011.00	Bridge and Lock Tenders
51-4033.02	Buffing and Polishing Set-Up Operators
53-3022.00	Bus Drivers, School
43-5011.00	Cargo and Freight Agents
51-9011.01	Chemical Equipment Controllers and Operators
51-9011.02	Chemical Equipment Tenders
51-8091.00	Chemical Plant and System Operators
43-4061.01	Claims Takers, Unemployment Benefits
51-9121.01	Coating, Painting, and Spraying Machine Setters and Set-Up Operators
51-2021.00	Coil Winders, Tapers, and Finishers
51-4081.02	Combination Machine Tool Operators and Tenders, Metal and Plastic
47-5021.01	Construction Drillers
47-2061.00	Construction Laborers
47-5041.00	Continuous Mining Machine Operators
33-3012.00	Correctional Officers and Jailers
43-4021.00	Correspondence Clerks
53-7021.00	Crane and Tower Operators
43-4051.02	Customer Service Representatives, Utilities
43-9021.00	Data Entry Keyers
47-5011.00	Derrick Operators, Oil and Gas
43-5032.00	Dispatchers, Except Police, Fire, and Ambulance
53-7032.02	Dragline Operators
53-7031.00	Dredge Operators
51-4032.00	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic
47-2081.02	Drywall Installers
49-2092.05	Electrical Parts Reconditioners
51-4193.02	Electrolytic Plating and Coating Machine Operators and Tenders, Metal and Plastic
53-7032.01	Excavating and Loading Machine Operators
47-5031.00	Explosives Workers, Ordnance Handling Experts, and Blasters
51-4021.00	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic
51-9041.01	Extruding, Forming, Pressing, and Compacting Machine Setters and Set-Up Operators
51-9032.01	Fiber Product Cutting Machine Setters and Set-Up Operators
51-4022.00	Forging Machine Setters, Operators, and Tenders, Metal and Plastic
51-4071.00	Foundry Mold and Coremakers
49-2022.02	Frame Wirers, Central Office
53-6051.06	Freight Inspectors
39-3012.00	Gaming and Sports Book Writers and Runners
39-3011.00	Gaming Dealers
51-8092.01	Gas Processing Plant Operators
53-7071.01	Gas Pumping Station Operators
47-2073.01	Grader, Bulldozer, and Scraper Operators
53-7062.02	Grips and Set-Up Workers, Motion Picture Sets, Studios, and Stages
51-4191.02	Heat Treating, Annealing, and Tempering Machine Operators and Tenders, Metal and Plastic
51-4191.03	Heaters, Metal and Plastic
47-3013.00	Helpers—Electricians
43-4081.00	Hotel, Motel, and Resort Desk Clerks
43-4161.00	Human Resources Assistants, Except Payroll and Timekeeping
43-9041.01	Insurance Claims Clerks
43-9041.02	Insurance Policy Processing Clerks
47-4041.01	Irradiated-Fuel Handlers
43-4031.03	License Clerks
53-7033.00	Loading Machine Operators, Underground Mining
43-4131.00	Loan Interviewers and Clerks
45-4023.00	Log Graders and Scalers
45-4022.01	Logging Tractor Operators
49-9095.00	Manufactured Building and Mobile Home Installers
31-9093.00	Medical Equipment Preparers
51-4072.03	Metal Molding, Coremaking, and Casting Machine Setters and Set-Up Operators
51-4051.00	Metal-Refining Furnace Operators and Tenders
49-9012.03	Meter Mechanics
47-5042.00	Mine Cutting and Channeling Machine Operators
51-9195.06	Mold Makers, Hand
51-9195.07	Molding and Casting Workers
39-3021.00	Motion Picture Projectionists
53-6051.05	Motor Vehicle Inspectors
43-4031.02	Municipal Clerks
43-4141.00	New Accounts Clerks
51-4011.01	Numerical Control Machine Tool Operators and Tenders, Metal and Plastic
43-4151.00	Order Clerks
43-5081.04	Order Fillers, Wholesale and Retail Sales
53-5011.02	Ordinary Seamen and Marine Oilers
51-9122.00	Painters, Transportation Equipment
51-9196.00	Paper Goods Machine Setters, Operators, and Tenders
41-2022.00	Parts Salespersons
47-2071.00	Paving, Surfacing, and Tamping Equipment Operators
43-3051.00	Payroll and Timekeeping Clerks
37-2021.00	Pest Control Workers
51-5022.13	Photoengraving and Lithographing Machine Operators and Tenders
51-9132.00	Photographic Processing Machine Operators
47-2151.00	Pipelayers
51-4072.01	Plastic Molding and Casting Machine Setters and Set-Up Operators
43-5031.00	Police, Fire, and Ambulance Dispatchers
43-5051.00	Postal Service Clerks
51-5023.01	Precision Printing Workers

** Indicates that the occupation was assigned to the group based on its second highest work value.
*** Indicates that the occupation was assigned to the group based on its third highest work value.

SUPPORT (continued)

SUPPORT—JOB ZONE 2 *(CONTINUED)*

*O*NET-SOC#*	*O*NET-SOC Title*
51-4031.03	Press and Press Brake Machine Setters and Set-Up Operators, Metal and Plastic
43-5061.00	Production, Planning, and Expediting Clerks
43-9081.00	Proofreaders and Copy Markers
53-7072.00	Pump Operators, Except Wellhead Pumpers
51-4031.02	Punching Machine Setters and Set-Up Operators, Metal and Plastic
53-4013.00	Rail Yard Engineers, Dinkey Operators, and Hostlers
53-6051.04	Railroad Inspectors
49-3092.00	Recreational Vehicle Service Technicians
43-4181.02	Reservation and Transportation Ticket Agents
41-2031.00	Retail Salespersons
51-4023.00	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic
47-5061.00	Roof Bolters, Mining
47-5071.00	Roustabouts, Oil and Gas
51-7041.02	Sawing Machine Operators and Tenders
51-7041.01	Sawing Machine Setters and Set-Up Operators
51-4031.01	Sawing Machine Tool Setters and Set-Up Operators, Metal and Plastic
43-6014.00	Secretaries, Except Legal, Medical, and Executive
47-4071.00	Septic Tank Servicers and Sewer Pipe Cleaners
51-4031.04	Shear and Slitter Machine Setters and Set-Up Operators, Metal and Plastic
53-7111.00	Shuttle Car Operators

*O*NET-SOC#*	*O*NET-SOC Title*
51-3023.00	Slaughterers and Meat Packers
21-1093.00	Social and Human Service Assistants
51-4122.03	Soldering and Brazing Machine Setters and Set-Up Operators
43-3021.01	Statement Clerks
43-5081.03	Stock Clerks- Stockroom, Warehouse, or Storage Yard
51-9032.02	Stone Sawyers
53-4041.00	Subway and Streetcar Operators
47-2082.00	Tapers
13-2082.00	Tax Preparers
23-2093.01	Title Searchers
53-3032.02	Tractor-Trailer Truck Drivers
53-4021.01	Train Crew Members
43-4181.01	Travel Clerks
51-5022.12	Typesetting and Composing Machine Operators and Tenders
51-8031.00	Water and Liquid Waste Treatment Plant and System Operators
51-4121.02	Welders and Cutters
51-4122.02	Welding Machine Operators and Tenders
51-7042.01	Woodworking Machine Setters and Set-Up Operators, Except Sawing
43-9022.00	Word Processors and Typists

SUPPORT—JOB ZONE 3 *(Medium Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
51-2011.03	Aircraft Rigging Assemblers
51-2011.01	Aircraft Structure Assemblers, Precision
51-2011.02	Aircraft Systems Assemblers, Precision
49-2011.01	Automatic Teller Machine Servicers
51-3011.01	Bakers, Bread and Pastry
51-3011.02	Bakers, Manufacturing
51-4072.05	Casting Machine Set-Up Operators
19-4061.01	City Planning Aides
51-4081.01	Combination Machine Tool Setters and Set-Up Operators, Metal and Plastic
49-2022.03	Communication Equipment Mechanics, Installers, and Repairers
43-9011.00	Computer Operators
43-4031.01	Court Clerks
51-5023.04	Design Printing Machine Setters and Set-Up Operators
49-9012.01	Electric Meter Installers and Repairers
51-2022.00	Electrical and Electronic Equipment Assemblers
51-9061.04	Electrical and Electronic Inspectors and Testers
49-2093.00	Electrical and Electronics Installers and Repairers, Transportation Equipment
51-4193.01	Electrolytic Plating and Coating Machine Setters and Set-Up Operators, Metal and Plastic
51-2023.00	Electromechanical Equipment Assemblers

*O*NET-SOC#*	*O*NET-SOC Title*
49-2096.00	Electronic Equipment Installers and Repairers, Motor Vehicles
51-5023.07	Embossing Machine Set-Up Operators
51-2031.00	Engine and Other Machine Assemblers
51-9194.06	Engravers, Hand
51-3092.00	Food Batchmakers
51-8092.02	Gas Distribution Plant Operators
51-8093.03	Gaugers
19-4041.01	Geological Data Technicians
19-4041.02	Geological Sample Test Technicians
13-1041.04	Government Property Inspectors and Investigators
51-4033.01	Grinding, Honing, Lapping, and Deburring Machine Set-Up Operators
51-4191.01	Heating Equipment Setters and Set-Up Operators, Metal and Plastic
33-3021.05	Immigration and Customs Inspectors
47-2131.00	Insulation Workers, Floor, Ceiling, and Wall
47-2132.00	Insulation Workers, Mechanical
51-4034.00	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic
51-4192.00	Lay-Out Workers, Metal and Plastic
43-6012.00	Legal Secretaries
51-5023.03	Letterpress Setters and Set-Up Operators
13-1041.02	Licensing Examiners and Inspectors

** Indicates that the occupation was assigned to the group based on its second highest work value.
*** Indicates that the occupation was assigned to the group based on its third highest work value.

SUPPORT (continued)

SUPPORT—JOB ZONE 3 *(CONTINUED)*

*O*NET-SOC#*	*O*NET-SOC Title*
53-4012.00	Locomotive Firers
49-9042.00	Maintenance and Repair Workers, General
51-9061.01	Materials Inspectors
53-5021.02	Mates- Ship, Boat, and Barge
49-9011.00	Mechanical Door Repairers
43-6013.00	Medical Secretaries
51-4035.00	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic
51-4193.03	Nonelectrolytic Plating and Coating Machine Setters and Set-Up Operators, Metal and Plastic
19-4051.01	Nuclear Equipment Operation Technicians
19-4051.02	Nuclear Monitoring Technicians
49-2011.03	Office Machine and Cash Register Servicers
47-2073.02	Operating Engineers
13-1071.02	Personnel Recruiters
51-8093.01	Petroleum Pump System Operators
33-3021.02	Police Identification and Records Officers
51-9061.03	Precision Devices Inspectors and Testers
51-6011.02	Precision Dyers
51-9195.01	Precision Mold and Pattern Casters, except Nonferrous Metals
21-1092.00	Probation Officers and Correctional Treatment Specialists
47-2171.00	Reinforcing Iron and Rebar Workers
49-9096.00	Riggers
47-5012.00	Rotary Drill Operators, Oil and Gas
51-5023.06	Screen Printing Machine Setters and Set-Up Operators
47-2211.00	Sheet Metal Workers
51-8021.02	Stationary Engineers
47-2221.00	Structural Iron and Steel Workers
53-7121.00	Tank Car, Truck, and Ship Loaders
49-2022.04	Telecommunications Facility Examiners
49-9052.00	Telecommunications Line Installers and Repairers
51-6062.00	Textile Cutting Machine Setters, Operators, and Tenders
51-6063.00	Textile Knitting and Weaving Machine Setters, Operators, and Tenders
51-6064.00	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders
23-2093.02	Title Examiners and Abstractors
51-4194.00	Tool Grinders, Filers, and Sharpeners
49-9012.02	Valve and Regulator Repairers
51-4122.01	Welding Machine Setters and Set-Up Operators
47-5021.02	Well and Core Drill Operators

SUPPORT—JOB ZONE 4 *(Considerable Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
53-6051.01	Aviation Inspectors
49-2091.00	Avionics Technicians
47-2011.00	Boilermakers
51-5012.00	Bookbinders
17-3023.02	Calibration and Instrumentation Technicians
47-2081.01	Ceiling Tile Installers
49-2022.01	Central Office and PBX Installers and Repairers
13-1031.01	Claims Examiners, Property and Casualty Insurance
13-2041.00	Credit Analysts
49-9051.00	Electrical Power-Line Installers and Repairers
17-3024.00	Electro-Mechanical Technicians
47-4021.00	Elevator Installers and Repairers
51-5023.08	Engraver Set-Up Operators
13-1041.03	Equal Opportunity Representatives and Officers
43-6011.00	Executive Secretaries and Administrative Assistants
51-2041.02	Fitters, Structural Metal- Precision
49-9031.02	Gas Appliance Repairers
53-7071.02	Gas Compressor Operators
51-5022.01	Hand Compositors and Typesetters
13-1032.00	Insurance Appraisers, Auto Damage
13-2053.00	Insurance Underwriters
13-2071.00	Loan Counselors
13-2072.00	Loan Officers
53-4011.00	Locomotive Engineers
51-4041.00	Machinists
51-9061.02	Mechanical Inspectors
51-2041.01	Metal Fabricators, Structural Metal Products
49-9044.00	Millwrights
51-8011.00	Nuclear Power Reactor Operators
51-9083.02	Optical Instrument Assemblers
51-4062.00	Patternmakers, Metal and Plastic
51-8093.02	Petroleum Refinery and Control Panel Operators
51-8012.00	Power Distributors and Dispatchers
51-8013.01	Power Generating Plant Operators, Except Auxiliary Equipment Operators
51-9195.02	Precision Pattern and Die Casters, Nonferrous Metals
13-1041.05	Pressure Vessel Inspectors
53-6051.02	Public Transportation Inspectors
53-4031.00	Railroad Conductors and Yardmasters
49-9021.02	Refrigeration Mechanics
47-5013.00	Service Unit Operators, Oil, Gas, and Mining
49-9097.00	Signal and Track Switch Repairers
49-2022.05	Station Installers and Repairers, Telephone
17-3031.01	Surveying Technicians
13-2081.00	Tax Examiners, Collectors, and Revenue Agents
51-4111.00	Tool and Die Makers
53-6041.00	Traffic Technicians
49-2092.04	Transformer Repairers
51-4121.03	Welder-Fitters
53-7073.00	Wellhead Pumpers

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*** Indicates that the occupation was assigned to the group based on its third highest work value.

SUPPORT (continued)

SUPPORT—JOB ZONE 5 *(Extensive Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
51-5022.08	Dot Etchers***
49-2095.00	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay
51-5022.10	Electrotypers and Stereotypers
25-1191.00	Graduate Teaching Assistants***
51-5021.00	Job Printers**
53-6051.03	Marine Cargo Inspectors
51-5023.02	Offset Lithographic Press Setters and Set-Up Operators
51-5022.11	Plate Finishers

** Indicates that the occupation was assigned to the group based on its second highest work value.
*** Indicates that the occupation was assigned to the group based on its third highest work value.

WORKING CONDITIONS

WORKING CONDITIONS—JOB ZONE 1 *(Little or No Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
43-3021.03	Billing, Posting, and Calculating Machine Operators**
51-5011.02	Bindery Machine Operators and Tenders**
53-3021.00	Bus Drivers, Transit and Intercity**
39-9011.00	Child Care Workers**
43-4041.01	Credit Authorizers**
43-4041.02	Credit Checkers**
41-9091.00	Door-To-Door Sales Workers, News and Street Vendors, and Related Workers
43-9051.02	Mail Clerks, Except Mail Machine Operators and Postal Service**
49-9043.00	Maintenance Workers, Machinery**
41-9012.00	Models
43-5052.00	Postal Service Mail Carriers**
43-3061.00	Procurement Clerks**
51-9061.05	Production Inspectors, Testers, Graders, Sorters, Samplers, Weighers**
49-9045.00	Refractory Materials Repairers, Except Brickmasons**
51-9141.00	Semiconductor Processors**
51-6031.01	Sewing Machine Operators, Garment**
51-6031.02	Sewing Machine Operators, Non-Garment**
43-2011.00	Switchboard Operators, Including Answering Service**
41-9041.00	Telemarketers
53-3032.01	Truck Drivers, Heavy
53-3033.00	Truck Drivers, Light or Delivery Services**

WORKING CONDITIONS—JOB ZONE 2 *(Some Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
43-3021.02	Billing, Cost, and Rate Clerks
43-3031.00	Bookkeeping, Accounting, and Auditing Clerks
43-4011.00	Brokerage Clerks
51-8091.00	Chemical Plant and System Operators**
49-9091.00	Coin, Vending, and Amusement Machine Servicers and Repairers
19-4011.02	Food Science Technicians
51-7021.00	Furniture Finishers
51-9071.06	Gem and Diamond Workers**
49-2092.06	Hand and Portable Power Tool Repairers
43-4161.00	Human Resources Assistants, Except Payroll and Timekeeping**
51-9082.00	Medical Appliance Technicians**
43-4031.02	Municipal Clerks**
43-3051.00	Payroll and Timekeeping Clerks**
29-2052.00	Pharmacy Technicians**
51-9131.03	Photographic Hand Developers
51-5023.01	Precision Printing Workers**
43-9081.00	Proofreaders and Copy Markers**
41-4011.03	Sales Representatives, Electrical/Electronic**
43-6014.00	Secretaries, Except Legal, Medical, and Executive**
43-9111.00	Statistical Assistants
23-2093.01	Title Searchers**

WORKING CONDITIONS—JOB ZONE 3 *(Medium Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
51-9071.04	Bench Workers, Jewelry
51-9081.00	Dental Laboratory Technicians
49-2092.01	Electric Home Appliance and Power Tool Repairers
49-2092.02	Electric Motor and Switch Assemblers and Repairers
49-2097.00	Electronic Home Entertainment Equipment Installers and Repairers
19-4091.00	Environmental Science and Protection Technicians, Including Health
49-9041.00	Industrial Machinery Mechanics
49-9063.01	Keyboard Instrument Repairers and Tuners
43-6012.00	Legal Secretaries
49-9094.00	Locksmiths and Safe Repairers
49-9062.00	Medical Equipment Repairers
29-2071.00	Medical Records and Health Information Technicians
51-9071.03	Model and Mold Makers, Jewelry
51-4012.00	Numerical Tool and Process Control Programmers
49-9063.04	Percussion Instrument Repairers and Tuners
51-9131.02	Photographic Reproduction Technicians
51-9083.01	Precision Lens Grinders and Polishers
49-2021.00	Radio Mechanics
47-2031.04	Ship Carpenters and Joiners
51-6052.01	Shop and Alteration Tailors
49-9063.02	Stringed Instrument Repairers and Tuners
49-9064.00	Watch Repairers

** Indicates that the occupation was assigned to the group based on its second highest work value.
*** Indicates that the occupation was assigned to the group based on its third highest work value.

WORKING CONDITIONS (continued)

WORKING CONDITIONS—JOB ZONE 4 *(Considerable Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
13-2011.01	Accountants
45-2011.00	Agricultural Inspectors
13-2021.01	Assessors
13-2011.02	Auditors
13-2031.00	Budget Analysts
49-9061.00	Camera and Photographic Equipment Repairers
13-1051.00	Cost Estimators
49-2011.02	Data Processing Equipment Repairers
43-9031.00	Desktop Publishers
51-5022.09	Electronic Masking System Operators
51-9131.04	Film Laboratory Technicians
13-2061.00	Financial Examiners
49-9021.01	Heating and Air Conditioning Mechanics
23-2092.00	Law Clerks
23-2011.00	Paralegals and Legal Assistants
51-5022.02	Paste-Up Workers
11-9131.00	Postmasters and Mail Superintendents
11-3061.00	Purchasing Managers
49-9063.03	Reed or Wind Instrument Repairers and Tuners
51-5022.05	Scanner Operators

WORKING CONDITIONS—JOB ZONE 5 *(Extensive Preparation Needed)*

*O*NET-SOC#*	*O*NET-SOC Title*
15-2011.00	Actuaries
23-1021.00	Administrative Law Judges, Adjudicators, and Hearing Officers**
23-1022.00	Arbitrators, Mediators, and Conciliators**
19-1021.01	Biochemists***
19-1021.02	Biophysicists***
29-1011.00	Chiropractors***
19-3031.03	Counseling Psychologists***
51-5022.08	Dot Etchers
49-2095.00	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay**
51-5022.10	Electrotypers and Stereotypers**
51-5021.00	Job Printers
23-1023.00	Judges, Magistrate Judges, and Magistrates***
53-6051.03	Marine Cargo Inspectors**
51-5023.02	Offset Lithographic Press Setters and Set-Up Operators**
19-2012.00	Physicists***
51-5022.11	Plate Finishers**
11-1011.02	Private Sector Executives***
29-1066.00	Psychiatrists***
11-3031.01	Treasurers, Controllers, and Chief Financial Officers**
29-1131.00	Veterinarians***

** Indicates that the occupation was assigned to the group based on its second highest work value.
*** Indicates that the occupation was assigned to the group based on its third highest work value.

Catalog #: WIL-0105

Version 3.0

CE

o*net™

o*net™ occupations combined list

Interests and Work Values

America's Workforce Network

U.S. Department of Labor, Employment and Training Administration

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America's
Career Kit

America's Job Bank
www.ajb.org

America's Learning eXchange
www.alx.org

America's Career InfoNet
www.acinet.org

America's Service Locator
www.servicelocator.org

O*NET OnLine
http://online.onetcenter.org

America's Workforce Network Toll-Free Help Line 1-877-US-2JOBS

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O*NET™ Occupations Combined List:

Interests and Work Values, v. 3.0

(For use with your Interest Profiler and Work Importance Locator Instruments' results)

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To help you explore careers, occupations have been listed by Job Zone for each Interest/Work Value category. The majority of occupations were included in the groups based on their highest interest and highest work value. Occupations with * beside the occupational title were included in the groups based on their highest interest and second highest work value. Occupations with ** beside the occupational title were included in the groups based on their highest interest and third highest work value. Occupations with *** beside the occupational title were included in the groups based on their second highest interest and highest work value. Data are not currently available for 74 O*NET-SOC occupations. These occupations do not appear in this list.

Special Notice: Proper Use of Interest Profiler/Work Importance Locator Results

> ***Interest Profiler*** *and* ***Work Importance Locator*** *results* ***should be used*** *for career exploration and vocational counseling purposes only. Results are designed to assist clients in identifying their interests and work values and using them to identify occupations that may satisfy their interests and what is most important to them in an occupation.*
>
> ***Interest Profiler*** *and* ***Work Importance Locator*** *results* ***should not be used*** *for employment or hiring decisions. Employers, educational programs or other job related programs should not use* ***Interest Profiler*** *or* ***Work Importance Locator*** *results for applicant screening for jobs or training programs. The relationship between results on the* ***Interest Profiler*** *and* ***Work Importance Locator*** *and success in particular jobs or training programs has not been determined.*

BEST COPY AVAILABLE

Interests and Work Values Worksheet

On the following pages are the occupations that are linked with the Interest Areas and the Work Values. They are listed in Interest Area/Work Value combinations. Occupations are grouped by Job Zone under each Interest/Work Value heading.

Below, please **circle** your Primary and Secondary Interests from the Interest Profiler:

Primary Interest: **R I A S E C**

Secondary Interest: **R I A S E C**

Also, **write** your two highest Work Values from the Work Importance Locator in the spaces below:

Achievement **Independence** **Recognition** **Relationships** **Support** **Working Conditions**

Highest Work Value ______________________ **Next Highest Work Value** ______________________

Please **circle** your Job Zone(s) below:

Current Job Zone: **1 2 3 4 5** **Future Job Zone:** **1 2 3 4 5**

To look at occupations linked with your Primary Interest Area and your highest Work Value, find the tab for your Primary Interest Area. Look within that section for the heading that includes your highest Work Value. The occupations are listed there by Job Zone. *For example, if your Primary Interest Area is Social and your highest Work Value is Working Conditions, you would pick the tab for Social and look for the heading Social—Working Conditions. If your Job Zone is Job Zone 2, you would look for the occupations grouped under Job Zone 2—Social—Working Conditions.*

Follow the same procedure to look at occupations linked with your Secondary Interest Areas and your next highest Work Value.

Write below the O*NET occupations you have picked to explore:

	O*NET-SOC#	O*NET-SOC Title
1.	__________	______________________________
2.	__________	______________________________
3.	__________	______________________________
4.	__________	______________________________
5.	__________	______________________________
6.	__________	______________________________
7.	__________	______________________________
8.	__________	______________________________
9.	__________	______________________________
10.	__________	______________________________

REALISTIC

REALISTIC — ACHIEVEMENT

JOB ZONE 1 — REALISTIC — ACHIEVEMENT

O*NET-SOC#	O*NET-SOC Title
45-4011.00	Forest and Conservation Workers
51-9123.00	Painting, Coating, and Decorating Workers*
51-5023.09	Printing Press Machine Operators and Tenders*
51-9061.05	Production Inspectors, Testers, Graders, Sorters, Samplers, Weighers**
51-9141.00	Semiconductor Processors**

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 2 — REALISTIC — ACHIEVEMENT

O*NET-SOC#	O*NET-SOC Title
45-2091.00	Agricultural Equipment Operators
49-3023.02	Automotive Specialty Technicians
47-2031.03	Carpenter Assemblers and Repairers
49-9092.00	Commercial Divers
29-2041.00	Emergency Medical Technicians and Paramedics***
51-6092.00	Fabric and Apparel Patternmakers
33-2021.01	Fire Inspectors***
27-1023.00	Floral Designers***
33-2011.02	Forest Fire Fighters
33-2022.00	Forest Fire Inspectors and Prevention Specialists
51-9071.06	Gem and Diamond Workers
39-5091.00	Makeup Artists, Theatrical and Performance***
29-2012.00	Medical and Clinical Laboratory Technicians
51-9082.00	Medical Appliance Technicians
49-3052.00	Motorcycle Mechanics
33-2011.01	Municipal Fire Fighters
41-4011.01	Sales Representatives, Agricultural***
41-4011.03	Sales Representatives, Electrical/Electronic***
41-4011.04	Sales Representatives, Mechanical Equipment and Supplies***
51-6041.00	Shoe and Leather Workers and Repairers
47-2044.00	Tile and Marble Setters
51-2093.00	Timing Device Assemblers, Adjusters, and Calibrators

JOB ZONE 3 — REALISTIC — ACHIEVEMENT

O*NET-SOC#	O*NET-SOC Title
49-3011.03	Aircraft Body and Bonded Structure Repairers
49-3021.00	Automotive Body and Related Repairers
49-3023.01	Automotive Master Mechanics
47-2021.00	Brickmasons and Blockmasons
49-3031.00	Bus and Truck Mechanics and Diesel Engine Specialists
51-7011.00	Cabinetmakers and Bench Carpenters
19-4031.00	Chemical Technicians
17-3011.02	Civil Drafters
49-2094.00	Electrical and Electronics Repairers, Commercial and Industrial Equipment
47-2111.00	Electricians
17-3012.01	Electronic Drafters
51-9194.02	Engravers/Carvers
49-3041.00	Farm Equipment Mechanics
33-3051.02	Highway Patrol Pilots
49-3051.00	Motorboat Mechanics
49-3053.00	Outdoor Power Equipment and Other Small Engine Mechanics
51-9194.01	Precision Etchers and Engravers, Hand or Machine
27-4013.00	Radio Operators
49-3043.00	Rail Car Repairers
47-2031.02	Rough Carpenters
51-9071.02	Silversmiths
27-4014.00	Sound Engineering Technicians
51-9195.03	Stone Cutters and Carvers
49-9063.02	Stringed Instrument Repairers and Tuners

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* Occupation included based on its highest interest area and second highest work value.

** Occupation included based on its highest interest area and third highest work value.

*** Occupation included based on its second highest interest area and highest work value.

REALISTIC — ACHIEVEMENT (continued)

JOB ZONE 4 — REALISTIC — ACHIEVEMENT

O*NET-SOC#	O*NET-SOC Title
49-3011.02	Aircraft Engine Specialists
49-3011.01	Airframe-and-Power-Plant Mechanics
53-2011.00	Airline Pilots, Copilots, and Flight Engineers
17-3011.01	Architectural Drafters
47-2031.05	Boat Builders and Shipwrights
27-4012.00	Broadcast Technicians
17-3022.00	Civil Engineering Technicians
17-2051.00	Civil Engineers
53-2012.00	Commercial Pilots
47-2031.01	Construction Carpenters
17-3023.03	Electrical Engineering Technicians
17-3023.01	Electronics Engineering Technicians
51-9195.04	Glass Blowers, Molders, Benders, and Finishers
51-9071.01	Jewelers
17-3013.00	Mechanical Drafters
17-3027.00	Mechanical Engineering Technicians
49-3042.00	Mobile Heavy Equipment Mechanics, Except Engines
51-4061.00	Model Makers, Metal and Plastic
51-7031.00	Model Makers, Wood
33-1021.01	Municipal Fire Fighting and Prevention Supervisors
51-7032.00	Patternmakers, Wood
51-9071.05	Pewter Casters and Finishers
51-5022.03	Photoengravers
47-2152.01	Pipe Fitters
29-2034.01	Radiologic Technologists
47-2022.00	Stonemasons

JOB ZONE 5 — REALISTIC — ACHIEVEMENT

O*NET-SOC#	O*NET-SOC Title
17-2011.00	Aerospace Engineers***
29-1061.00	Anesthesiologists***
29-9091.00	Athletic Trainers***
19-1020.01	Biologists***
17-2041.00	Chemical Engineers***
29-1011.00	Chiropractors***
29-1021.00	Dentists, General***
25-1032.00	Engineering Teachers, Postsecondary***
19-2041.00	Environmental Scientists and Specialists, Including Health***
19-2042.01	Geologists***
17-1012.00	Landscape Architects***
17-2121.02	Marine Architects
17-2121.01	Marine Engineers
17-2161.00	Nuclear Engineers***
29-1022.00	Oral and Maxillofacial Surgeons***
29-1023.00	Orthodontists***
17-2171.00	Petroleum Engineers
19-2012.00	Physicists***
17-2111.03	Product Safety Engineers***
29-1024.00	Prosthodontists***
41-9031.00	Sales Engineers***
27-1013.04	Sculptors***
27-1027.01	Set Designers***
53-5031.00	Ship Engineers
29-1067.00	Surgeons***
29-1131.00	Veterinarians***
19-1023.00	Zoologists and Wildlife Biologists***

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* Occupation included based on its highest interest area and second highest work value.

** Occupation included based on its highest interest area and third highest work value.

*** Occupation included based on its second highest interest area and highest work value.

REALISTIC — INDEPENDENCE

JOB ZONE 1 — REALISTIC — INDEPENDENCE

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 2 — REALISTIC — INDEPENDENCE

*O*NET-SOC#*	*O*NET-SOC Title*
49-3091.00	Bicycle Repairers*
33-2022.00	Forest Fire Inspectors and Prevention Specialists*
51-7021.00	Furniture Finishers*
45-3021.00	Hunters and Trappers
53-5022.00	Motorboat Operators
53-6051.04	Railroad Inspectors**

JOB ZONE 3 — REALISTIC — INDEPENDENCE

*O*NET-SOC#*	*O*NET-SOC Title*
45-2021.00	Animal Breeders
39-2011.00	Animal Trainers***
47-4011.00	Construction and Building Inspectors***
51-9194.03	Etchers
11-9012.00	Farmers and Ranchers
45-1011.01	First-Line Supervisors and Manager/Supervisors - Agricultural Crop Workers***
45-1011.03	First-Line Supervisors and Manager/Supervisors - Animal Care Workers, Except Livestock
45-1011.02	First-Line Supervisors and Manager/Supervisors - Animal Husbandry Workers***
45-1011.06	First-Line Supervisors and Manager/Supervisors - Fishery Workers
45-1011.04	First-Line Supervisors and Manager/Supervisors - Horticultural Workers
37-1012.02	First-Line Supervisors and Manager/Supervisors - Landscaping Workers
47-1011.02	First-Line Supervisors and Manager/Supervisors-Extractive Workers***
35-1012.00	First-Line Supervisors/Managers of Food Preparation and Serving Workers***
51-1011.00	First-Line Supervisors/Managers of Production and Operating Workers***
53-1031.00	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators***
33-3031.00	Fish and Game Wardens
39-9031.00	Fitness Trainers and Aerobics Instructors***
37-1011.02	Janitorial Supervisors***
51-5022.07	Platemakers
41-4011.06	Sales Representatives, Instruments***
51-9071.02	Silversmiths
51-6093.00	Upholsterers

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* Occupation included based on its highest interest area and second highest work value.
** Occupation included based on its highest interest area and third highest work value.
*** Occupation included based on its second highest interest area and highest work value.

REALISTIC — INDEPENDENCE (continued)

JOB ZONE 4 — REALISTIC — INDEPENDENCE

*O*NET-SOC#*	*O*NET-SOC Title*
11-9011.02	Agricultural Crop Farm Managers***
19-3091.02	Archeologists***
51-5022.04	Camera Operators
35-1011.00	Chefs and Head Cooks***
15-1071.01	Computer Security Specialists***
11-9021.00	Construction Managers***
39-3092.00	Costume Attendants***
51-6052.02	Custom Tailors
45-1011.05	First-Line Supervisors and Manager/Supervisors - Logging Workers
47-1011.01	First-Line Supervisors and Manager/Supervisors-Construction Trades Workers***
49-1011.00	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers***
11-9011.03	Fish Hatchery Managers***
19-1012.00	Food Scientists and Technologists***
19-1032.00	Foresters
19-3092.00	Geographers***
37-1012.01	Lawn Service Managers***
19-2032.00	Materials Scientists***
17-2141.00	Mechanical Engineers
17-2151.00	Mining and Geological Engineers, Including Mining Safety Engineers***
11-9011.01	Nursery and Greenhouse Managers***
19-1031.03	Park Naturalists***
51-9195.05	Potters
53-5021.01	Ship and Boat Captains***
19-1031.01	Soil Conservationists***
51-5022.06	Strippers
27-2012.05	Technical Directors/Managers

JOB ZONE 5 — REALISTIC — INDEPENDENCE

*O*NET-SOC#*	*O*NET-SOC Title*
17-2021.00	Agricultural Engineers***
19-1011.00	Animal Scientists***
19-2011.00	Astronomers***
19-1021.01	Biochemists***
19-1021.02	Biophysicists***
27-2022.00	Coaches and Scouts***
17-2071.00	Electrical Engineers***
17-2072.00	Electronics Engineers, Except Computer***
11-9041.00	Engineering Managers***
33-1021.02	Forest Fire Fighting and Prevention Supervisors
19-2043.00	Hydrologists***
17-2131.00	Materials Engineers***
19-1022.00	Microbiologists***
53-5021.03	Pilots, Ship
19-1013.01	Plant Scientists***
19-1031.02	Range Managers***
19-1013.02	Soil Scientists***

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* Occupation included based on its highest interest area and second highest work value.
** Occupation included based on its highest interest area and third highest work value.
*** Occupation included based on its second highest interest area and highest work value.

REALISTIC — RECOGNITION

JOB ZONE 1 — REALISTIC — RECOGNITION

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 2 — REALISTIC — RECOGNITION

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 3 — REALISTIC — RECOGNITION

*O*NET-SOC#*	*O*NET-SOC Title*
17-3012.01	Electronic Drafters**
45-1011.06	First-Line Supervisors and Manager/Supervisors - Fishery Workers**
45-1011.04	First-Line Supervisors and Manager/Supervisors - Horticultural Workers**
37-1012.02	First-Line Supervisors and Manager/Supervisors - Landscaping Workers**
33-3031.00	Fish and Game Wardens**
19-4041.02	Geological Sample Test Technicians**
53-5021.02	Mates- Ship, Boat, and Barge

JOB ZONE 4 — REALISTIC — RECOGNITION

*O*NET-SOC#*	*O*NET-SOC Title*
53-2011.00	Airline Pilots, Copilots, and Flight Engineers*
17-2051.00	Civil Engineers**
53-2012.00	Commercial Pilots*
27-2012.05	Technical Directors/Managers**

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 5 — REALISTIC — RECOGNITION

*O*NET-SOC#*	*O*NET-SOC Title*
33-1021.02	Forest Fire Fighting and Prevention Supervisors**
17-2121.01	Marine Engineers**
17-2171.00	Petroleum Engineers**
53-5021.03	Pilots, Ship**
53-5031.00	Ship Engineers**

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

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* Occupation included based on its highest interest area and second highest work value.
** Occupation included based on its highest interest area and third highest work value.
*** Occupation included based on its second highest interest area and highest work value.

REALISTIC — RELATIONSHIPS

JOB ZONE 1 — REALISTIC — RELATIONSHIPS

O*NET-SOC#	O*NET-SOC Title
39-3091.00	Amusement and Recreation Attendants
53-7061.00	Cleaners of Vehicles and Equipment
35-3021.00	Combined Food Preparation and Serving Workers, Including Fast Food
35-2015.00	Cooks, Short Order
43-5021.00	Couriers and Messengers
35-9011.00	Dining Room and Cafeteria Attendants and Bartender Helpers
35-9021.00	Dishwashers
45-2093.00	Farmworkers, Farm and Ranch Animals
45-3011.00	Fishers and Related Fishing Workers
35-2021.00	Food Preparation Workers
45-2092.02	General Farmworkers
47-3011.00	Helpers—Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters
47-3012.00	Helpers—Carpenters
49-9098.00	Helpers—Installation, Maintenance, and Repair Workers
47-3014.00	Helpers—Painters, Paperhangers, Plasterers, and Stucco Masons
37-2011.00	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
37-3011.00	Landscaping and Groundskeeping Workers
37-2012.00	Maids and Housekeeping Cleaners
53-6021.00	Parking Lot Attendants
51-6021.03	Pressers, Hand
51-9198.01	Production Laborers
53-6031.00	Service Station Attendants
51-6051.00	Sewers, Hand
51-6011.01	Spotters, Dry Cleaning
53-3041.00	Taxi Drivers and Chauffeurs
49-3093.00	Tire Repairers and Changers

JOB ZONE 2 — REALISTIC — RELATIONSHIPS

O*NET-SOC#	O*NET-SOC Titlel
49-3091.00	Bicycle Repairers
35-2011.00	Cooks, Fast Food
35-2012.00	Cooks, Institution and Cafeteria
47-4031.00	Fence Erectors
47-2043.00	Floor Sanders and Finishers
47-3015.00	Helpers—Pipelayers, Plumbers, Pipefitters, and Steamfitters
33-9092.00	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers
47-2142.00	Paperhangers
37-3012.00	Pesticide Handlers, Sprayers, and Applicators, Vegetation
47-2072.00	Pile-Driver Operators
47-2152.03	Pipelaying Fitters
51-6021.01	Pressers, Delicate Fabrics
47-5051.00	Rock Splitters, Quarry
37-3013.00	Tree Trimmers and Pruners
39-5091.00	Makeup Artists, Theatrical and Performance***
31-1012.00	Nursing Aides, Orderlies, and Attendants***
31-2012.00	Occupational Therapist Aides***
31-2011.00	Occupational Therapist Assistants***
39-9021.00	Personal and Home Care Aides***
29-2052.00	Pharmacy Technicians***
31-2022.00	Physical Therapist Aides***
31-2021.00	Physical Therapist Assistants***
31-1013.00	Psychiatric Aides***

JOB ZONE 3 — REALISTIC — RELATIONSHIPS

O*NET-SOC#	O*NET-SOC Title
51-3011.01	Bakers, Bread and Pastry
39-5011.00	Barbers
51-3021.00	Butchers and Meat Cutters
47-2051.00	Cement Masons and Concrete Finishers
35-2014.00	Cooks, Restaurant
47-2042.00	Floor Layers, Except Carpet, Wood, and Hard Tiles
47-2121.00	Glaziers
49-9031.01	Home Appliance Installers
47-2152.02	Plumbers
47-2181.00	Roofers
29-2055.00	Surgical Technologists
47-2053.00	Terrazzo Workers and Finishers
31-9096.00	Veterinary Assistants and Laboratory Animal Caretakers
29-2031.00	Cardiovascular Technologists and Technicians***
31-9091.00	Dental Assistants***
29-2061.00	Licensed Practical and Licensed Vocational Nurses***
29-2053.00	Psychiatric Technicians***
29-1126.00	Respiratory Therapists***

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* Occupation included based on its highest interest area and second highest work value.
** Occupation included based on its highest interest area and third highest work value.
*** Occupation included based on its second highest interest area and highest work value.

REALISTIC — RELATIONSHIPS (continued)

JOB ZONE 4 — REALISTIC — RELATIONSHIPS

*O*NET-SOC#*	*O*NET-SOC Title*
47-2041.00	Carpet Installers
39-4011.00	Embalmers
47-2141.00	Painters, Construction and Maintenance
47-2161.00	Plasterers and Stucco Masons
29-2034.02	Radiologic Technicians
29-2051.00	Dietetic Technicians***
29-1124.00	Radiation Therapists***

JOB ZONE 5 — REALISTIC — RELATIONSHIPS

*O*NET-SOC#*	*O*NET-SOC Title*
29-9091.00	Athletic Trainers***

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

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** Occupation included based on its highest interest area and third highest work value.

*** Occupation included based on its second highest interest area and highest work value.

REALISTIC — SUPPORT

JOB ZONE 1 — REALISTIC — SUPPORT

O*NET-SOC#	O*NET-SOC Title
51-5011.02	Bindery Machine Operators and Tenders
53-3021.00	Bus Drivers, Transit and Intercity
51-9191.00	Cementing and Gluing Machine Operators and Tenders
51-9192.00	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders
51-9121.02	Coating, Painting, and Spraying Machine Operators and Tenders
53-7011.00	Conveyor Operators and Tenders
51-9193.00	Cooling and Freezing Equipment Operators and Tenders
51-9021.00	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders
51-9031.00	Cutters and Trimmers, Hand
51-9032.04	Cutting and Slicing Machine Operators and Tenders
51-9194.05	Etchers, Hand
51-6091.01	Extruding and Forming Machine Operators and Tenders, Synthetic or Glass Fibers
51-9041.02	Extruding, Forming, Pressing, and Compacting Machine Operators and Tenders
49-9093.00	Fabric Menders, Except Garment
45-4021.00	Fallers
51-3091.00	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders
51-3093.00	Food Cooking Machine Operators and Tenders
53-7062.03	Freight, Stock, and Material Movers, Hand
51-9051.00	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders
51-9032.03	Glass Cutting Machine Setters and Set-Up Operators
45-2041.00	Graders and Sorters, Agricultural Products
51-9022.00	Grinding and Polishing Workers, Hand
47-5081.00	Helpers—Extraction Workers
49-9098.00	Helpers—Installation, Maintenance, and Repair Workers
47-4051.00	Highway Maintenance Workers
53-7041.00	Hoist and Winch Operators
53-7051.00	Industrial Truck and Tractor Operators
51-6011.03	Laundry and Drycleaning Machine Operators and Tenders, Except Pressing
53-7063.00	Machine Feeders and Offbearers
43-9051.01	Mail Machine Operators, Preparation and Handling
49-9043.00	Maintenance Workers, Machinery
51-5023.05	Marking and Identification Printing Machine Setters and Set-Up Operators
51-3022.00	Meat, Poultry, and Fish Cutters and Trimmers
51-4072.04	Metal Molding, Coremaking, and Casting Machine Operators and Tenders
51-9023.00	Mixing and Blending Machine Setters, Operators, and Tenders
51-4193.04	Nonelectrolytic Plating and Coating Machine Operators and Tenders, Metal and Plastic
39-2021.00	Nonfarm Animal Caretakers
45-2092.01	Nursery Workers
51-9111.00	Packaging and Filling Machine Operators and Tenders
53-7064.00	Packers and Packagers, Hand
51-9123.00	Painting, Coating, and Decorating Workers
51-9194.04	Pantograph Engravers
51-4072.02	Plastic Molding and Casting Machine Operators and Tenders
51-4052.00	Pourers and Casters, Metal
51-6021.02	Pressing Machine Operators and Tenders- Textile, Garment, and Related Materials
51-5023.09	Printing Press Machine Operators and Tenders
51-9198.02	Production Helpers
51-9061.05	Production Inspectors, Testers, Graders, Sorters, Samplers, Weighers
47-4061.00	Rail-Track Laying and Maintenance Equipment Operators
53-4021.02	Railroad Yard Workers
49-9045.00	Refractory Materials Repairers, Except Brickmasons
53-7081.00	Refuse and Recyclable Material Collectors
51-9141.00	Semiconductor Processors
51-9012.00	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders
51-6031.01	Sewing Machine Operators, Garment
51-6031.02	Sewing Machine Operators, Non-Garment
51-6042.00	Shoe Machine Operators and Tenders
51-4121.04	Solderers
51-4122.04	Soldering and Brazing Machine Operators and Tenders
53-7062.01	Stevedores, Except Equipment Operators
43-5081.01	Stock Clerks, Sales Floor
51-6061.00	Textile Bleaching and Dyeing Machine Operators and Tenders
51-9197.00	Tire Builders
53-3033.00	Truck Drivers, Light or Delivery Services
51-4121.01	Welders, Production
51-7042.02	Woodworking Machine Operators and Tenders, Except Sawing

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* Occupation included based on its highest interest area and second highest work value.
** Occupation included based on its highest interest area and third highest work value.
*** Occupation included based on its second highest interest area and highest work value.

REALISTIC — SUPPORT (continued)

JOB ZONE 2 — REALISTIC — SUPPORT

O*NET-SOC#	O*NET-SOC Title
53-5011.01	Able Seamen
19-4011.01	Agricultural Technicians
49-3022.00	Automotive Glass Installers and Repairers
51-8013.02	Auxiliary Equipment Operators, Power
49-2092.03	Battery Repairers
51-5011.01	Bindery Machine Setters and Set-Up Operators
19-4021.00	Biological Technicians
51-8021.01	Boiler Operators and Tenders, Low Pressure
47-2031.06	Brattice Builders
51-4121.05	Brazers
53-6011.00	Bridge and Lock Tenders
51-4033.02	Buffing and Polishing Set-Up Operators
53-3022.00	Bus Drivers, School
51-9011.01	Chemical Equipment Controllers and Operators
51-9011.02	Chemical Equipment Tenders
51-8091.00	Chemical Plant and System Operators
51-9121.01	Coating, Painting, and Spraying Machine Setters and Set-Up Operators
51-2021.00	Coil Winders, Tapers, and Finishers
51-4081.02	Combination Machine Tool Operators and Tenders, Metal and Plastic
47-5021.01	Construction Drillers
47-2061.00	Construction Laborers
47-5041.00	Continuous Mining Machine Operators
33-3012.00	Correctional Officers and Jailers
53-7021.00	Crane and Tower Operators
47-5011.00	Derrick Operators, Oil and Gas
53-7032.02	Dragline Operators
53-7031.00	Dredge Operators
51-4032.00	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic
47-2081.02	Drywall Installers
49-2092.05	Electrical Parts Reconditioners
51-4193.02	Electrolytic Plating and Coating Machine Operators and Tenders, Metal and Plastic
53-7032.01	Excavating and Loading Machine Operators
47-5031.00	Explosives Workers, Ordnance Handling Experts, and Blasters
51-4021.00	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic
51-9041.01	Extruding, Forming, Pressing, and Compacting Machine Setters and Set-Up Operators
51-9032.01	Fiber Product Cutting Machine Setters and Set-Up Operators
51-4022.00	Forging Machine Setters, Operators, and Tenders, Metal and Plastic
51-4071.00	Foundry Mold and Coremakers
49-2022.02	Frame Wirers, Central Office
51-8092.01	Gas Processing Plant Operators
53-7071.01	Gas Pumping Station Operators
47-2073.01	Grader, Bulldozer, and Scraper Operators
53-7062.02	Grips and Set-Up Workers, Motion Picture Sets, Studios, and Stages
51-4191.02	Heat Treating, Annealing, and Tempering Machine Operators and Tenders, Metal and Plastic
51-4191.03	Heaters, Metal and Plastic
47-3013.00	Helpers—Electricians

O*NET-SOC#	O*NET-SOC Title
47-4041.01	Irradiated-Fuel Handlers
53-7033.00	Loading Machine Operators, Underground Mining
45-4023.00	Log Graders and Scalers
45-4022.01	Logging Tractor Operators
49-9095.00	Manufactured Building and Mobile Home Installers
31-9093.00	Medical Equipment Preparers
51-4051.00	Metal-Refining Furnace Operators and Tenders
51-4072.03	Metal Molding, Coremaking, and Casting Machine Setters and Set-Up Operators
49-9012.03	Meter Mechanics
47-5042.00	Mine Cutting and Channeling Machine Operators
51-9195.06	Mold Makers, Hand
51-9195.07	Molding and Casting Workers
39-3021.00	Motion Picture Projectionists
53-6051.05	Motor Vehicle Inspectors
51-4011.01	Numerical Control Machine Tool Operators and Tenders, Metal and Plastic
53-5011.02	Ordinary Seamen and Marine Oilers
51-9122.00	Painters, Transportation Equipment
51-9196.00	Paper Goods Machine Setters, Operators, and Tenders
47-2071.00	Paving, Surfacing, and Tamping Equipment Operators
37-2021.00	Pest Control Workers
51-5022.13	Photoengraving and Lithographing Machine Operators and Tenders
51-9132.00	Photographic Processing Machine Operators
47-2151.00	Pipelayers
51-4072.01	Plastic Molding and Casting Machine Setters and Set-Up Operators
51-5023.01	Precision Printing Workers
51-4031.03	Press and Press Brake Machine Setters and Set-Up Operators, Metal and Plastic
53-7072.00	Pump Operators, Except Wellhead Pumpers
51-4031.02	Punching Machine Setters and Set-Up Operators, Metal and Plastic
53-4013.00	Rail Yard Engineers, Dinkey Operators, and Hostlers
53-6051.04	Railroad Inspectors
49-3092.00	Recreational Vehicle Service Technicians
51-4023.00	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic
47-5061.00	Roof Bolters, Mining
47-5071.00	Roustabouts, Oil and Gas
51-7041.02	Sawing Machine Operators and Tenders
51-7041.01	Sawing Machine Setters and Set-Up Operators
51-4031.01	Sawing Machine Tool Setters and Set-Up Operators, Metal and Plastic
47-4071.00	Septic Tank Servicers and Sewer Pipe Cleaners
51-4031.04	Shear and Slitter Machine Setters and Set-Up Operators, Metal and Plastic
53-7111.00	Shuttle Car Operators
51-3023.00	Slaughterers and Meat Packers
51-4122.03	Soldering and Brazing Machine Setters and Set-Up Operators
51-9032.02	Stone Sawyers
53-4041.00	Subway and Streetcar Operators
47-2082.00	Tapers

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* Occupation included based on its highest interest area and second highest work value.

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*** Occupation included based on its second highest interest area and highest work value.

REALISTIC — SUPPORT (continued)

JOB ZONE 2 — REALISTIC — SUPPORT *(CONTINUED)*

*O*NET-SOC#*	*O*NET-SOC Title*
53-3032.02	Tractor-Trailer Truck Drivers
53-4021.01	Train Crew Members
51-5022.12	Typesetting and Composing Machine Operators and Tenders
51-8031.00	Water and Liquid Waste Treatment Plant and System Operators

*O*NET-SOC#*	*O*NET-SOC Title*
51-4121.02	Welders and Cutters
51-4122.02	Welding Machine Operators and Tenders
51-7042.01	Woodworking Machine Setters and Set-Up Operators, Except Sawing

JOB ZONE 3 — REALISTIC — SUPPORT

*O*NET-SOC#*	*O*NET-SOC Title*
51-2011.03	Aircraft Rigging Assemblers
51-2011.01	Aircraft Structure Assemblers, Precision
51-2011.02	Aircraft Systems Assemblers, Precision
49-2011.01	Automatic Teller Machine Servicers
51-3011.01	Bakers, Bread and Pastry
51-3011.02	Bakers, Manufacturing
51-4072.05	Casting Machine Set-Up Operators
51-4081.01	Combination Machine Tool Setters and Set-Up Operators, Metal and Plastic
49-2022.03	Communication Equipment Mechanics, Installers, and Repairers
51-5023.04	Design Printing Machine Setters and Set-Up Operators
49-9012.01	Electric Meter Installers and Repairers
51-2022.00	Electrical and Electronic Equipment Assemblers
51-9061.04	Electrical and Electronic Inspectors and Testers
49-2093.00	Electrical and Electronics Installers and Repairers, Transportation Equipment
51-4193.01	Electrolytic Plating and Coating Machine Setters and Set-Up Operators, Metal and Plastic
51-2023.00	Electromechanical Equipment Assemblers
49-2096.00	Electronic Equipment Installers and Repairers, Motor Vehicles
51-5023.07	Embossing Machine Set-Up Operators
51-2031.00	Engine and Other Machine Assemblers
51-9194.06	Engravers, Hand
51-3092.00	Food Batchmakers
51-8092.02	Gas Distribution Plant Operators
51-8093.03	Gaugers
19-4041.01	Geological Data Technicians
19-4041.02	Geological Sample Test Technicians
51-4033.01	Grinding, Honing, Lapping, and Deburring Machine Set-Up Operators
51-4191.01	Heating Equipment Setters and Set-Up Operators, Metal and Plastic
47-2131.00	Insulation Workers, Floor, Ceiling, and Wall
47-2132.00	Insulation Workers, Mechanical
51-4034.00	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic
51-4192.00	Lay-Out Workers, Metal and Plastic

*O*NET-SOC#*	*O*NET-SOC Title*
51-5023.03	Letterpress Setters and Set-Up Operators
53-4012.00	Locomotive Firers
49-9042.00	Maintenance and Repair Workers, General
51-9061.01	Materials Inspectors
53-5021.02	Mates- Ship, Boat, and Barge
49-9011.00	Mechanical Door Repairers
51-4035.00	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic
51-4193.03	Nonelectrolytic Plating and Coating Machine Setters and Set-Up Operators, Metal and Plastic
19-4051.01	Nuclear Equipment Operation Technicians
19-4051.02	Nuclear Monitoring Technicians
49-2011.03	Office Machine and Cash Register Servicers
47-2073.02	Operating Engineers
51-8093.01	Petroleum Pump System Operators
51-9061.03	Precision Devices Inspectors and Testers
51-6011.02	Precision Dyers
51-9195.01	Precision Mold and Pattern Casters, except Nonferrous Metals
47-2171.00	Reinforcing Iron and Rebar Workers
49-9096.00	Riggers
47-5012.00	Rotary Drill Operators, Oil and Gas
51-5023.06	Screen Printing Machine Setters and Set-Up Operators
47-2211.00	Sheet Metal Workers
51-8021.02	Stationary Engineers
47-2221.00	Structural Iron and Steel Workers
53-7121.00	Tank Car, Truck, and Ship Loaders
49-2022.04	Telecommunications Facility Examiners
49-9052.00	Telecommunications Line Installers and Repairers
51-6062.00	Textile Cutting Machine Setters, Operators, and Tenders
51-6063.00	Textile Knitting and Weaving Machine Setters, Operators, and Tenders
51-6064.00	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders
51-4194.00	Tool Grinders, Filers, and Sharpeners
49-9012.02	Valve and Regulator Repairers
51-4122.01	Welding Machine Setters and Set-Up Operators
47-5021.02	Well and Core Drill Operators

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REALISTIC — SUPPORT (continued)

JOB ZONE 4 — REALISTIC — SUPPORT

O*NET-SOC#	O*NET-SOC Title
53-6051.01	Aviation Inspectors
49-2091.00	Avionics Technicians
47-2011.00	Boilermakers
51-5012.00	Bookbinders
17-3023.02	Calibration and Instrumentation Technicians
47-2081.01	Ceiling Tile Installers
49-2022.01	Central Office and PBX Installers and Repairers
49-9051.00	Electrical Power-Line Installers and Repairers
17-3024.00	Electro-Mechanical Technicians
47-4021.00	Elevator Installers and Repairers
51-5023.08	Engraver Set-Up Operators
51-2041.02	Fitters, Structural Metal- Precision
49-9031.02	Gas Appliance Repairers
53-7071.02	Gas Compressor Operators
51-5022.01	Hand Compositors and Typesetters
53-4011.00	Locomotive Engineers
51-4041.00	Machinists
51-9061.02	Mechanical Inspectors
51-2041.01	Metal Fabricators, Structural Metal Products
49-9044.00	Millwrights
51-8011.00	Nuclear Power Reactor Operators
51-9083.02	Optical Instrument Assemblers
51-4062.00	Patternmakers, Metal and Plastic
51-8093.02	Petroleum Refinery and Control Panel Operators
51-8012.00	Power Distributors and Dispatchers
51-8013.01	Power Generating Plant Operators, Except Auxiliary Equipment Operators
51-9195.02	Precision Pattern and Die Casters, Nonferrous Metals
13-1041.05	Pressure Vessel Inspectors
53-4031.00	Railroad Conductors and Yardmasters
49-9021.02	Refrigeration Mechanics
47-5013.00	Service Unit Operators, Oil, Gas, and Mining
49-9097.00	Signal and Track Switch Repairers
49-2022.05	Station Installers and Repairers, Telephone
17-3031.01	Surveying Technicians
51-4111.00	Tool and Die Makers
53-6041.00	Traffic Technicians
49-2092.04	Transformer Repairers
51-4121.03	Welder-Fitters
53-7073.00	Wellhead Pumpers

JOB ZONE 5 — REALISTIC — SUPPORT

O*NET-SOC#	O*NET-SOC Title
49-2095.00	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay
51-5022.10	Electrotypers and Stereotypers
53-6051.03	Marine Cargo Inspectors***
51-5023.02	Offset Lithographic Press Setters and Set-Up Operators
51-5022.11	Plate Finishers

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

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REALISTIC — WORKING CONDITIONS

JOB ZONE 1 — REALISTIC — WORKING CONDITIONS

*O*NET-SOC#*	*O*NET-SOC Title*
51-5011.02	Bindery Machine Operators and Tenders*
53-3021.00	Bus Drivers, Transit and Intercity*
49-9043.00	Maintenance Workers, Machinery*
51-9061.05	Production Inspectors, Testers, Graders, Sorters, Samplers, Weighers*
49-9045.00	Refractory Materials Repairers, Except Brickmasons*
51-9141.00	Semiconductor Processors*
51-6031.01	Sewing Machine Operators, Garment*
51-6031.02	Sewing Machine Operators, Non-Garment*
53-3032.01	Truck Drivers, Heavy
53-3033.00	Truck Drivers, Light or Delivery Services*

JOB ZONE 2 — REALISTIC — WORKING CONDITIONS

*O*NET-SOC#*	*O*NET-SOC Title*
51-8091.00	Chemical Plant and System Operators*
49-9091.00	Coin, Vending, and Amusement Machine Servicers and Repairers
19-4011.02	Food Science Technicians
51-7021.00	Furniture Finishers
51-9071.06	Gem and Diamond Workers*
49-2092.06	Hand and Portable Power Tool Repairers
51-9082.00	Medical Appliance Technicians*
51-9131.03	Photographic Hand Developers
51-5023.01	Precision Printing Workers*

JOB ZONE 3 — REALISTIC — WORKING CONDITIONS

*O*NET-SOC#*	*O*NET-SOC Title*
51-9071.04	Bench Workers, Jewelry
51-9081.00	Dental Laboratory Technicians
49-2092.01	Electric Home Appliance and Power Tool Repairers
49-2092.02	Electric Motor and Switch Assemblers and Repairers
49-2097.00	Electronic Home Entertainment Equipment Installers and Repairers
19-4091.00	Environmental Science and Protection Technicians, Including Health***
49-9041.00	Industrial Machinery Mechanics
49-9063.01	Keyboard Instrument Repairers and Tuners
49-9094.00	Locksmiths and Safe Repairers
49-9062.00	Medical Equipment Repairers
51-9071.03	Model and Mold Makers, Jewelry
51-4012.00	Numerical Tool and Process Control Programmers
49-9063.04	Percussion Instrument Repairers and Tuners
51-9131.02	Photographic Reproduction Technicians
51-9083.01	Precision Lens Grinders and Polishers
49-2021.00	Radio Mechanics
47-2031.04	Ship Carpenters and Joiners
51-6052.01	Shop and Alteration Tailors
49-9063.02	Stringed Instrument Repairers and Tuners
49-9064.00	Watch Repairers

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REALISTIC — WORKING CONDITIONS (continued)

JOB ZONE 4 — REALISTIC — WORKING CONDITIONS

*O*NET-SOC#*	*O*NET-SOC Title*
45-2011.00	Agricultural Inspectors
49-9061.00	Camera and Photographic Equipment Repairers
49-2011.02	Data Processing Equipment Repairers
43-9031.00	Desktop Publishers
51-5022.09	Electronic Masking System Operators
51-9131.04	Film Laboratory Technicians
49-9021.01	Heating and Air Conditioning Mechanics
51-5022.02	Paste-Up Workers
49-9063.03	Reed or Wind Instrument Repairers and Tuners
51-5022.05	Scanner Operators

JOB ZONE 5 — REALISTIC — WORKING CONDITIONS

*O*NET-SOC#*	*O*NET-SOC Title*
51-5022.08	Dot Etchers
49-2095.00	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay*
51-5022.10	Electrotypers and Stereotypers*
51-5021.00	Job Printers
51-5023.02	Offset Lithographic Press Setters and Set-Up Operators*
51-5022.11	Plate Finishers*

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INVESTIGATIVE

INVESTIGATIVE — ACHIEVEMENT

JOB ZONE 1 — INVESTIGATIVE — ACHIEVEMENT

*O*NET-SOC#*	*O*NET-SOC Title*
45-4011.00	Forest and Conservation Workers***

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 2 — INVESTIGATIVE — ACHIEVEMENT

*O*NET-SOC#*	*O*NET-SOC Title*
29-2012.00	Medical and Clinical Laboratory Technicians***
51-9082.00	Medical Appliance Technicians***

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 3 — INVESTIGATIVE — ACHIEVEMENT

*O*NET-SOC#*	*O*NET-SOC Title*
19-4031.00	Chemical Technicians***
13-1072.00	Compensation, Benefits, and Job Analysis Specialists
49-2094.00	Electrical and Electronics Repairers, Commercial and Industrial Equipment***
47-2111.00	Electricians***
13-1041.01	Environmental Compliance Inspectors
17-3026.00	Industrial Engineering Technicians
13-1031.02	Insurance Adjusters, Examiners, and Investigators***
49-3051.00	Motorboat Mechanics***
29-2091.00	Orthotists and Prosthetists***

JOB ZONE 4 — INVESTIGATIVE — ACHIEVEMENT

*O*NET-SOC#*	*O*NET-SOC Title*
17-3021.00	Aerospace Engineering and Operations Technicians
19-2021.00	Atmospheric and Space Scientists
19-2031.00	Chemists
17-2061.00	Computer Hardware Engineers
15-1021.00	Computer Programmers
15-1031.00	Computer Software Engineers, Applications
15-1032.00	Computer Software Engineers, Systems Software
15-1041.00	Computer Support Specialists
29-1031.00	Dietitians and Nutritionists
19-3031.01	Educational Psychologists
19-1041.00	Epidemiologists
33-2021.02	Fire Investigators
19-4092.00	Forensic Science Technicians
19-3021.00	Market Research Analysts
15-3011.00	Mathematical Technicians
29-2011.00	Medical and Clinical Laboratory Technologists
19-1042.00	Medical Scientists, Except Epidemiologists
15-1081.00	Network Systems and Data Communications Analysts
29-2033.00	Nuclear Medicine Technologists
29-1041.00	Optometrists
29-1051.00	Pharmacists
29-1071.00	Physician Assistants
15-2041.00	Statisticians
17-1022.00	Surveyors
19-3051.00	Urban and Regional Planners

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INVESTIGATIVE — ACHIEVEMENT (continued)

JOB ZONE 5 — INVESTIGATIVE — ACHIEVEMENT

*O*NET-SOC#*	*O*NET-SOC Title*
17-2011.00	Aerospace Engineers
25-1041.00	Agricultural Sciences Teachers, Postsecondary
29-1061.00	Anesthesiologists
25-4011.00	Archivists
25-1042.00	Biological Science Teachers, Postsecondary
19-1020.01	Biologists
17-2041.00	Chemical Engineers
25-1052.00	Chemistry Teachers, Postsecondary
29-1011.00	Chiropractors
25-1021.00	Computer Science Teachers, Postsecondary
29-1021.00	Dentists, General
19-3011.00	Economists
25-1032.00	Engineering Teachers, Postsecondary
19-2041.00	Environmental Scientists and Specialists, Including Health
29-1062.00	Family and General Practitioners
25-1043.00	Forestry and Conservation Science Teachers, Postsecondary
19-2042.01	Geologists
25-1071.00	Health Specialties Teachers, Postsecondary
29-1063.00	Internists, General
25-1022.00	Mathematical Science Teachers, Postsecondary
15-2021.00	Mathematicians
17-2161.00	Nuclear Engineers
29-1064.00	Obstetricians and Gynecologists
29-1022.00	Oral and Maxillofacial Surgeons
29-1023.00	Orthodontists
29-1065.00	Pediatricians, General
19-2012.00	Physicists
25-1054.00	Physics Teachers, Postsecondary
17-2111.03	Product Safety Engineers
29-1024.00	Prosthodontists
29-1066.00	Psychiatrists
29-1067.00	Surgeons
29-1131.00	Veterinarians
19-1023.00	Zoologists and Wildlife Biologists

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INVESTIGATIVE — INDEPENDENCE

JOB ZONE 1 — INVESTIGATIVE — INDEPENDENCE

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 2 — INVESTIGATIVE — INDEPENDENCE

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 3 — INVESTIGATIVE — INDEPENDENCE

*O*NET-SOC#*	*O*NET-SOC Title*
45-2021.00	Animal Breeders***
15-1051.00	Computer Systems Analysts
33-3031.00	Fish and Game Wardens***
19-3041.00	Sociologists

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 4 — INVESTIGATIVE — INDEPENDENCE

*O*NET-SOC#*	*O*NET-SOC Title*
19-3091.01	Anthropologists
19-3091.02	Archeologists
19-3031.02	Clinical Psychologists
15-1071.01	Computer Security Specialists
13-1041.06	Coroners
25-4012.00	Curators***
15-1061.00	Database Administrators
17-2111.02	Fire-Prevention and Protection Engineers
19-1012.00	Food Scientists and Technologists
19-1032.00	Foresters***
19-3092.00	Geographers
19-3093.00	Historians
17-2112.00	Industrial Engineers***
17-2111.01	Industrial Safety and Health Engineers
19-2032.00	Materials Scientists
17-2141.00	Mechanical Engineers***
17-2151.00	Mining and Geological Engineers, Including Mining Safety Engineers
15-2031.00	Operations Research Analysts
19-1031.01	Soil Conservationists

JOB ZONE 5 — INVESTIGATIVE — INDEPENDENCE

*O*NET-SOC#*	*O*NET-SOC Title*
17-2021.00	Agricultural Engineers
19-1011.00	Animal Scientists
19-2011.00	Astronomers
19-1021.01	Biochemists
19-1021.02	Biophysicists
17-2071.00	Electrical Engineers
17-2072.00	Electronics Engineers, Except Computer
13-2051.00	Financial Analysts
19-2043.00	Hydrologists
19-3032.00	Industrial-Organizational Psychologists
25-9031.00	Instructional Coordinators***
17-2131.00	Materials Engineers
19-1022.00	Microbiologists
11-9121.00	Natural Sciences Managers
19-1013.01	Plant Scientists
19-3094.00	Political Scientists
19-1031.02	Range Managers
19-1013.02	Soil Scientists

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INVESTIGATIVE — RECOGNITION

JOB ZONE 1 — INVESTIGATIVE — RECOGNITION

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 2 — INVESTIGATIVE — RECOGNITION

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 3 — INVESTIGATIVE — RECOGNITION

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 4 — INVESTIGATIVE — RECOGNITION

*O*NET-SOC#*	*O*NET-SOC Title*
17-2151.00	Mining and Geological Engineers, Including Mining Safety Engineers**

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 5 — INVESTIGATIVE — RECOGNITION

*O*NET-SOC#*	*O*NET-SOC Title*	*O*NET-SOC#*	*O*NET-SOC Title*
17-2011.00	Aerospace Engineers**	29-1067.00	Surgeons**
17-2041.00	Chemical Engineers**		

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

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*** Occupation included based on its second highest interest area and highest work value.

INVESTIGATIVE — RELATIONSHIPS

JOB ZONE 1 — INVESTIGATIVE — RELATIONSHIPS

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 2 — INVESTIGATIVE — RELATIONSHIPS

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 3 — INVESTIGATIVE — RELATIONSHIPS

*O*NET-SOC#*	*O*NET-SOC Title*
29-2031.00	Cardiovascular Technologists and Technicians
29-1126.00	Respiratory Therapists

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 4 — INVESTIGATIVE — RELATIONSHIPS

*O*NET-SOC#*	*O*NET-SOC Title*
29-1031.00	Dietitians and Nutritionists*
29-1071.00	Physician Assistants*

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 5 — INVESTIGATIVE — RELATIONSHIPS

*O*NET-SOC#*	*O*NET-SOC Title*
25-1041.00	Agricultural Sciences Teachers, Postsecondary**
29-1061.00	Anesthesiologists*
25-1042.00	Biological Science Teachers, Postsecondary**
25-1052.00	Chemistry Teachers, Postsecondary**
29-1021.00	Dentists, General**
29-1062.00	Family and General Practitioners**
25-1043.00	Forestry and Conservation Science Teachers, Postsecondary**

*O*NET-SOC#*	*O*NET-SOC Title*
25-1191.00	Graduate Teaching Assistants***
25-1071.00	Health Specialties Teachers, Postsecondary**
29-1063.00	Internists, General**
29-1064.00	Obstetricians and Gynecologists**
29-1022.00	Oral and Maxillofacial Surgeons**
29-1023.00	Orthodontists**
29-1065.00	Pediatricians, General**
25-1054.00	Physics Teachers, Postsecondary**

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* Occupation included based on its highest interest area and second highest work value.
** Occupation included based on its highest interest area and third highest work value.
*** Occupation included based on its second highest interest area and highest work value.

INVESTIGATIVE — SUPPORT

JOB ZONE 1 — INVESTIGATIVE — SUPPORT

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 2 — INVESTIGATIVE — SUPPORT

*O*NET-SOC#*	*O*NET-SOC Title*
19-4011.01	Agricultural Technicians***
19-4021.00	Biological Technicians***

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 3 — INVESTIGATIVE — SUPPORT

*O*NET-SOC#*	*O*NET-SOC Title*
19-4061.01	City Planning Aides***
19-4041.02	Geological Sample Test Technicians***
19-4051.01	Nuclear Equipment Operation Technicians***
19-4051.02	Nuclear Monitoring Technicians***
47-2073.02	Operating Engineers***
51-6011.02	Precision Dyers***
49-2022.04	Telecommunications Facility Examiners***

JOB ZONE 4 — INVESTIGATIVE — SUPPORT

*O*NET-SOC#*	*O*NET-SOC Title*
53-6051.01	Aviation Inspectors***
49-2091.00	Avionics Technicians***
49-2022.01	Central Office and PBX Installers and Repairers***
17-3024.00	Electro-Mechanical Technicians***
51-4041.00	Machinists***
49-9044.00	Millwrights***
51-8093.02	Petroleum Refinery and Control Panel Operators***
53-6041.00	Traffic Technicians***
51-4121.03	Welder-Fitters***

JOB ZONE 5 — INVESTIGATIVE — SUPPORT

*O*NET-SOC#*	*O*NET-SOC Title*
49-2095.00	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay***

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

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* Occupation included based on its highest interest area and second highest work value.

** Occupation included based on its highest interest area and third highest work value.

*** Occupation included based on its second highest interest area and highest work value.

INVESTIGATIVE — WORKING CONDITIONS

JOB ZONE 1 — INVESTIGATIVE — WORKING CONDITIONS

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 2 — INVESTIGATIVE — WORKING CONDITIONS

*O*NET-SOC#*	*O*NET-SOC Title*
19-4011.02	Food Science Technicians***

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 3 — INVESTIGATIVE — WORKING CONDITIONS

*O*NET-SOC#*	*O*NET-SOC Title*	*O*NET-SOC#*	*O*NET-SOC Title*
51-9081.00	Dental Laboratory Technicians***	49-9062.00	Medical Equipment Repairers***
19-4091.00	Environmental Science and Protection Technicians, Including Health		

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 4 — INVESTIGATIVE — WORKING CONDITIONS

*O*NET-SOC#*	*O*NET-SOC Title*
45-2011.00	Agricultural Inspectors***

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 5 — INVESTIGATIVE — WORKING CONDITIONS

*O*NET-SOC#*	*O*NET-SOC Title*	*O*NET-SOC#*	*O*NET-SOC Title*
15-2011.00	Actuaries***	19-2012.00	Physicists**
19-1021.01	Biochemists**	29-1066.00	Psychiatrists**
19-1021.02	Biophysicists**	29-1131.00	Veterinarians**
29-1011.00	Chiropractors**		

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*** Occupation included based on its second highest interest area and highest work value.

ARTISTIC

ARTISTIC — ACHIEVEMENT

JOB ZONE 1 — ARTISTIC — ACHIEVEMENT

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 2 — ARTISTIC — ACHIEVEMENT

*O*NET-SOC#*	*O*NET-SOC Title*	*O*NET-SOC#*	*O*NET-SOC Title*
27-1023.00	Floral Designers	51-6041.00	Shoe and Leather Workers and Repairers***
39-5091.00	Makeup Artists, Theatrical and Performance	27-2042.01	Singers
27-3011.00	Radio and Television Announcers		

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 3 — ARTISTIC — ACHIEVEMENT

*O*NET-SOC#*	*O*NET-SOC Title*	*O*NET-SOC#*	*O*NET-SOC Title*
27-2011.00	Actors	51-9131.01	Photographic Retouchers and Restorers
27-3043.03	Caption Writers	27-4021.01	Professional Photographers
51-9194.02	Engravers/Carvers***	27-3012.00	Public Address System and Other Announcers***
27-1022.00	Fashion Designers	27-1013.02	Sketch Artists
27-3091.00	Interpreters and Translators	27-4014.00	Sound Engineering Technicians***
27-1026.00	Merchandise Displayers and Window Trimmers	51-9195.03	Stone Cutters and Carvers***
25-4013.00	Museum Technicians and Conservators	49-9063.02	Stringed Instrument Repairers and Tuners***
27-4021.02	Photographers, Scientific		

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ARTISTIC — ACHIEVEMENT (continued)

JOB ZONE 4 — ARTISTIC — ACHIEVEMENT

*O*NET-SOC#*	*O*NET-SOC Title*
25-3011.00	Adult Literacy, Remedial Education, and GED Teachers and Instructors***
11-2011.00	Advertising and Promotions Managers
17-1011.00	Architects, Except Landscape and Naval
17-3011.01	Architectural Drafters***
27-1011.00	Art Directors
27-3021.00	Broadcast News Analysts
27-4012.00	Broadcast Technicians***
27-4031.0[illegible]	Camera Operators, Television, Video, and Motion Picture
27-1013.03	Cartoonists
27-1021.00	Commercial and Industrial Designers
27-3043.02	Creative Writers
27-2031.00	Dancers
27-3041.00	Editors
21-1012.00	Educational, Vocational, and School Counselors***
25-2021.00	Elementary School Teachers, Except Special Education***
27-1027.02	Exhibit Designers
27-1024.00	Graphic Designers
27-1025.00	Interior Designers
25-2022.00	Middle School Teachers, Except Special and Vocational Education***
27-2041.02	Music Arrangers and Orchestrators
27-1013.01	Painters and Illustrators
51-5022.03	Photoengravers***
27-3043.01	Poets and Lyricists
27-3031.00	Public Relations Specialists***
27-3022.00	Reporters and Correspondents
25-2031.00	Secondary School Teachers, Except Special and Vocational Education***
25-3021.00	Self-Enrichment Education Teachers***
25-2042.00	Special Education Teachers, Middle School***
25-2041.00	Special Education Teachers, Preschool, Kindergarten, and Elementary School***
25-2043.00	Special Education Teachers, Secondary School***
25-2023.00	Vocational Education Teachers, Middle School***
25-2032.00	Vocational Education Teachers, Secondary School***

JOB ZONE 5 — ARTISTIC — ACHIEVEMENT

*O*NET-SOC#*	*O*NET-SOC Title*
25-1121.00	Art, Drama, and Music Teachers, Postsecondary
21-2011.00	Clergy***
25-1123.00	English Language and Literature Teachers, Postsecondary
25-1124.00	Foreign Language and Literature Teachers, Postsecondary
17-1012.00	Landscape Architects
27-2041.01	Music Directors
27-2042.02	Musicians, Instrumental
29-1066.00	Psychiatrists***
27-1013.04	Sculptors
27-1027.01	Set Designers
27-3042.00	Technical Writers

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ARTISTIC — INDEPENDENCE

JOB ZONE 1 — ARTISTIC — INDEPENDENCE

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 2 — ARTISTIC — INDEPENDENCE

*O*NET-SOC#*	*O*NET-SOC Title*
27-1023.00	Floral Designers*
39-5091.00	Makeup Artists, Theatrical and Performance**
27-3011.00	Radio and Television Announcers*
27-2042.01	Singers*

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 3 — ARTISTIC — INDEPENDENCE

*O*NET-SOC#*	*O*NET-SOC Title*
51-9194.03	Etchers***
19-3041.00	Sociologists***
27-2012.04	Talent Directors

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 4 — ARTISTIC — INDEPENDENCE

*O*NET-SOC#*	*O*NET-SOC Title*
51-5022.04	Camera Operators***
19-3031.02	Clinical Psychologists***
27-3043.04	Copy Writers
39-3092.00	Costume Attendants
25-4012.00	Curators
51-6052.02	Custom Tailors***
27-2012.02	Directors- Stage, Motion Pictures, Television, and Radio
27-4032.00	Film and Video Editors
19-3093.00	Historians***
25-2012.00	Kindergarten Teachers, Except Special Education***
51-9195.05	Potters***
25-2011.00	Preschool Teachers, Except Special Education***
27-2012.01	Producers
27-2012.05	Technical Directors/Managers***

JOB ZONE 5 — ARTISTIC — INDEPENDENCE

*O*NET-SOC#*	*O*NET-SOC Title*
27-2032.00	Choreographers
27-2041.03	Composers
19-3094.00	Political Scientists***
27-2012.03	Program Directors***

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

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*** Occupation included based on its second highest interest area and highest work value.

ARTISTIC — RECOGNITION

JOB ZONE 1 — ARTISTIC — RECOGNITION

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 2 — ARTISTIC — RECOGNITION

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 3 — ARTISTIC — RECOGNITION

*O*NET-SOC#*	*O*NET-SOC Title*
27-2012.04	Talent Directors**

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 4 — ARTISTIC — RECOGNITION

*O*NET-SOC#*	*O*NET-SOC Title*
27-1011.00	Art Directors**
27-2012.02	Directors- Stage, Motion Pictures, Television, and Radio**
27-2012.01	Producers**

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 5 — ARTISTIC — RECOGNITION

*O*NET-SOC#*	*O*NET-SOC Title*
27-2032.00	Choreographers**
27-2041.01	Music Directors**
27-1027.01	Set Designers**

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

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*** Occupation included based on its second highest interest area and highest work value.

ARTISTIC — RELATIONSHIPS

JOB ZONE 1 — ARTISTIC — RELATIONSHIPS

*O*NET-SOC#*	*O*NET-SOC Title*
39-9011.00	Child Care Workers***

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 2 — ARTISTIC — RELATIONSHIPS

*O*NET-SOC#*	*O*NET-SOC Title*
39-5091.00	Makeup Artists, Theatrical and Performance

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 3 — ARTISTIC — RELATIONSHIPS

*O*NET-SOC#*	*O*NET-SOC Title*
51-3011.01	Bakers, Bread and Pastry***
39-9032.00	Recreation Workers***

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 4 — ARTISTIC — RELATIONSHIPS

*O*NET-SOC#*	*O*NET-SOC Title*
25-4021.00	Librarians
29-1125.00	Recreational Therapists***

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 5 — ARTISTIC — RELATIONSHIPS

*O*NET-SOC#*	*O*NET-SOC Title*
25-1121.00	Art, Drama, and Music Teachers, Postsecondary**
25-1123.00	English Language and Literature Teachers, Postsecondary**
25-1124.00	Foreign Language and Literature Teachers, Postsecondary**

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

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*** Occupation included based on its second highest interest area and highest work value.

ARTISTIC — SUPPORT

JOB ZONE 1 — ARTISTIC — SUPPORT

*O*NET-SOC#*	*O*NET-SOC Title*
51-9194.05	Etchers, Hand***

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 2 — ARTISTIC — SUPPORT

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 3 — ARTISTIC — SUPPORT

*O*NET-SOC#*	*O*NET-SOC Title*
51-9194.05	Etchers, Hand***
51-3011.01	Bakers, Bread and Pastry***

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 4 — ARTISTIC — SUPPORT

*O*NET-SOC#*	*O*NET-SOC Title*
51-5012.00	Bookbinders***

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 5 — ARTISTIC — SUPPORT

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

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*** Occupation included based on its second highest interest area and highest work value.

ARTISTIC — WORKING CONDITIONS

JOB ZONE 1 — ARTISTIC — WORKING CONDITIONS

*O*NET-SOC#*	*O*NET-SOC Title*
41-9012.00	Models

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 2 — ARTISTIC — WORKING CONDITIONS

*O*NET-SOC#*	*O*NET-SOC Title*
51-9131.03	Photographic Hand Developers***

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 3 — ARTISTIC — WORKING CONDITIONS

*O*NET-SOC#*	*O*NET-SOC Title*	*O*NET-SOC#*	*O*NET-SOC Title*
49-9063.01	Keyboard Instrument Repairers and Tuners***	49-9063.02	Stringed Instrument Repairers and Tuners***
49-9063.04	Percussion Instrument Repairers and Tuners***		

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 4 — ARTISTIC — WORKING CONDITIONS

*O*NET-SOC#*	*O*NET-SOC Title*
43-9031.00	Desktop Publishers***
49-9063.03	Reed or Wind Instrument Repairers and Tuners***

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 5 — ARTISTIC — WORKING CONDITIONS

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

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SOCIAL

SOCIAL — ACHIEVEMENT

JOB ZONE 1 — SOCIAL — ACHIEVEMENT

*O*NET-SOC#*	*O*NET-SOC Title*
53-3011.00	Ambulance Drivers and Attendants, Except Emergency Medical Technicians**

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 2 — SOCIAL — ACHIEVEMENT

*O*NET-SOC#*	*O*NET-SOC Title*
29-2041.00	Emergency Medical Technicians and Paramedics
33-2011.02	Forest Fire Fighters***
33-2011.01	Municipal Fire Fighters***
33-9021.00	Private Detectives and Investigators***
27-3011.00	Radio and Television Announcers***
41-4012.00	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products***
33-3051.03	Sheriffs and Deputy Sheriffs
33-3052.00	Transit and Railroad Police***

JOB ZONE 3 — SOCIAL — ACHIEVEMENT

*O*NET-SOC#*	*O*NET-SOC Title*
41-3011.00	Advertising Sales Agents***
27-3043.03	Caption Writers***
41-3021.00	Insurance Sales Agents***
27-3091.00	Interpreters and Translators***
29-2091.00	Orthotists and Prosthetists
33-3051.01	Police Patrol Officers
27-3012.00	Public Address System and Other Announcers
41-4011.02	Sales Representatives, Chemical and Pharmaceutical***
27-2023.00	Umpires, Referees, and Other Sports Officials***

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SOCIAL — ACHIEVEMENT (continued)

JOB ZONE 4 — SOCIAL — ACHIEVEMENT

O*NET-SOC#	O*NET-SOC Title
25-3011.00	Adult Literacy, Remedial Education, and GED Teachers and Instructors
29-1121.00	Audiologists
21-1021.00	Child, Family, and School Social Workers
11-9032.00	Education Administrators, Elementary and Secondary School
11-9031.00	Education Administrators, Preschool and Child Care Center/Program
21-1012.00	Educational, Vocational, and School Counselors
25-2021.00	Elementary School Teachers, Except Special Education
25-9021.00	Farm and Home Management Advisors
21-1022.00	Medical and Public Health Social Workers
21-1023.00	Mental Health and Substance Abuse Social Workers
21-1014.00	Mental Health Counselors
25-2022.00	Middle School Teachers, Except Special and Vocational Education
29-1122.00	Occupational Therapists
29-1123.00	Physical Therapists
29-1081.00	Podiatrists
29-1111.00	Registered Nurses
25-2031.00	Secondary School Teachers, Except Special and Vocational Education
25-3021.00	Self-Enrichment Education Teachers
11-9151.00	Social and Community Service Managers
25-2042.00	Special Education Teachers, Middle School
25-2041.00	Special Education Teachers, Preschool, Kindergarten, and Elementary School
25-2043.00	Special Education Teachers, Secondary School
29-1127.00	Speech-Language Pathologists
21-1011.00	Substance Abuse and Behavioral Disorder Counselors
25-1194.00	Vocational Education Teachers, Postsecondary
25-2023.00	Vocational Education Teachers, Middle School
25-2032.00	Vocational Education Teachers, Secondary School

JOB ZONE 5 — SOCIAL — ACHIEVEMENT

O*NET-SOC#	O*NET-SOC Title
25-1041.00	Agricultural Sciences Teachers, Postsecondary***
25-1061.00	Anthropology and Archeology Teachers, Postsecondary
25-1062.00	Area, Ethnic, and Cultural Studies Teachers, Postsecondary
25-1121.00	Art, Drama, and Music Teachers, Postsecondary***
29-9091.00	Athletic Trainers
25-1042.00	Biological Science Teachers, Postsecondary***
25-1052.00	Chemistry Teachers, Postsecondary***
21-2011.00	Clergy
19-3031.03	Counseling Psychologists
21-2021.00	Directors, Religious Activities and Education
25-1063.00	Economics Teachers, Postsecondary
11-9033.00	Education Administrators, Postsecondary***
25-1123.00	English Language and Literature Teachers, Postsecondary***
25-1124.00	Foreign Language and Literature Teachers, Postsecondary***
25-1043.00	Forestry and Conservation Science Teachers, Postsecondary***
21-1091.00	Health Educators
25-1071.00	Health Specialties Teachers, Postsecondary***
25-1125.00	History Teachers, Postsecondary
25-1022.00	Mathematical Science Teachers, Postsecondary***
27-2041.01	Music Directors***
25-1072.00	Nursing Instructors and Teachers, Postsecondary
25-1054.00	Physics Teachers, Postsecondary***
25-1065.00	Political Science Teachers, Postsecondary
25-1066.00	Psychology Teachers, Postsecondary
25-1067.00	Sociology Teachers, Postsecondary

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SOCIAL — INDEPENDENCE

JOB ZONE 1 — SOCIAL — INDEPENDENCE

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 2 — SOCIAL — INDEPENDENCE

*O*NET-SOC#*	*O*NET-SOC Title*
41-9022.00	Real Estate Sales Agents***
41-4012.00	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products***

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 3 — SOCIAL — INDEPENDENCE

*O*NET-SOC#*	*O*NET-SOC Title*	*O*NET-SOC#*	*O*NET-SOC Title*
13-1011.00	Agents and Business Managers of Artists, Performers, and Athletes***	43-1011.01	First-Line Supervisors, Customer Service***
39-2011.00	Animal Trainers	39-9031.00	Fitness Trainers and Aerobics Instructors
		41-4011.05	Sales Representatives, Medical***

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 4 — SOCIAL — INDEPENDENCE

*O*NET-SOC#*	*O*NET-SOC Title*	*O*NET-SOC#*	*O*NET-SOC Title*
19-3091.01	Anthropologists***	19-1031.03	Park Naturalists
11-9061.00	Funeral Directors***	25-2011.00	Preschool Teachers, Except Special Education
25-2012.00	Kindergarten Teachers, Except Special Education	13-1073.00	Training and Development Specialists
11-9111.00	Medical and Health Services Managers***		

JOB ZONE 5 — SOCIAL — INDEPENDENCE

*O*NET-SOC#*	*O*NET-SOC Title*	*O*NET-SOC#*	*O*NET-SOC Title*
23-1021.00	Administrative Law Judges, Adjudicators, and Hearing Officers***	25-9031.00	Instructional Coordinators
23-1022.00	Arbitrators, Mediators, and Conciliators***	23-1023.00	Judges, Magistrate Judges, and Magistrates***
27-2032.00	Choreographers***	29-9011.00	Occupational Health and Safety Specialists

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SOCIAL — RECOGNITION

JOB ZONE 1 — SOCIAL — RECOGNITION

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 2 — SOCIAL — RECOGNITION

*O*NET-SOC#*	*O*NET-SOC Title*
43-5031.00	Police, Fire, and Ambulance Dispatchers**

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 3 — SOCIAL — RECOGNITION

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 4 — SOCIAL — RECOGNITION

*O*NET-SOC#*	*O*NET-SOC Title*
11-9032.00	Education Administrators, Elementary and Secondary School*
11-9031.00	Education Administrators, Preschool and Child Care Center/Program*

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 5 — SOCIAL — RECOGNITION

*O*NET-SOC#*	*O*NET-SOC Title*
21-2011.00	Clergy**
25-9031.00	Instructional Coordinators**

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

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SOCIAL — RELATIONSHIPS

JOB ZONE 1 — SOCIAL — RELATIONSHIPS

*O*NET-SOC#*	*O*NET-SOC Title*
53-3011.00	Ambulance Drivers and Attendants, Except Emergency Medical Technicians
35-3011.00	Bartenders***
39-9011.00	Child Care Workers
35-3022.00	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop
33-9091.00	Crossing Guards
35-3041.00	Food Servers, Nonrestaurant
39-4021.00	Funeral Attendants
31-1011.00	Home Health Aides
39-3093.00	Locker Room, Coatroom, and Dressing Room Attendants
39-5092.00	Manicurists and Pedicurists***
39-6021.00	Tour Guides and Escorts
39-6032.00	Transportation Attendants, Except Flight Attendants and Baggage Porters***
39-3031.00	Ushers, Lobby Attendants, and Ticket Takers
35-3031.00	Waiters and Waitresses

JOB ZONE 2 — SOCIAL — RELATIONSHIPS

*O*NET-SOC#*	*O*NET-SOC Title*
39-6031.00	Flight Attendants***
25-4031.00	Library Technicians***
33-9092.00	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers***
31-1012.00	Nursing Aides, Orderlies, and Attendants
31-2012.00	Occupational Therapist Aides
31-2011.00	Occupational Therapist Assistants
39-9021.00	Personal and Home Care Aides
31-2022.00	Physical Therapist Aides
31-2021.00	Physical Therapist Assistants
31-1013.00	Psychiatric Aides
21-1093.00	Social and Human Service Assistants
41-3041.00	Travel Agents***
43-4181.01	Travel Clerks***
39-6022.00	Travel Guides***
43-4061.02	Welfare Eligibility Workers and Interviewers

JOB ZONE 3 — SOCIAL — RELATIONSHIPS

*O*NET-SOC#*	*O*NET-SOC Title*
39-5011.00	Barbers***
31-9091.00	Dental Assistants
29-2021.00	Dental Hygienists
13-1071.01	Employment Interviewers, Private or Public Employment Service
39-5012.00	Hairdressers, Hairstylists, and Cosmetologists***
35-9031.00	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop***
29-2061.00	Licensed Practical and Licensed Vocational Nurses
31-9092.00	Medical Assistants
13-2052.00	Personal Financial Advisors
29-2053.00	Psychiatric Technicians
39-9032.00	Recreation Workers
39-9041.00	Residential Advisors
29-2055.00	Surgical Technologists***
25-9041.00	Teacher Assistants

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SOCIAL — RELATIONSHIPS (continued)

JOB ZONE 4 — SOCIAL — RELATIONSHIPS

*O*NET-SOC#*	*O*NET-SOC Title*
27-4011.00	Audio and Video Equipment Technicians***
29-1121.00	Audiologists*
25-9011.00	Audio-Visual Collections Specialists***
29-2051.00	Dietetic Technicians
29-1122.00	Occupational Therapists*
29-1123.00	Physical Therapists*
29-1124.00	Radiation Therapists
29-1125.00	Recreational Therapists
29-1111.00	Registered Nurses*
29-1127.00	Speech-Language Pathologists*

JOB ZONE 5 — SOCIAL — RELATIONSHIPS

*O*NET-SOC#*	*O*NET-SOC Title*
25-1061.00	Anthropology and Archeology Teachers, Postsecondary**
25-1062.00	Area, Ethnic, and Cultural Studies Teachers, Postsecondary**
29-9091.00	Athletic Trainers
25-1063.00	Economics Teachers, Postsecondary**
25-1191.00	Graduate Teaching Assistants
21-1091.00	Health Educators*
25-1125.00	History Teachers, Postsecondary**
25-1072.00	Nursing Instructors and Teachers, Postsecondary**
25-1065.00	Political Science Teachers, Postsecondary**
25-1066.00	Psychology Teachers, Postsecondary**
25-1067.00	Sociology Teachers, Postsecondary**

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SOCIAL — SUPPORT

JOB ZONE 1 — SOCIAL — SUPPORT

*O*NET-SOC#*	*O*NET-SOC Title*	*O*NET-SOC#*	*O*NET-SOC Title*
33-3011.00	Bailiffs	33-9032.00	Security Guards
53-3021.00	Bus Drivers, Transit and Intercity***		

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 2 — SOCIAL — SUPPORT

*O*NET-SOC#*	*O*NET-SOC Title*	*O*NET-SOC#*	*O*NET-SOC Title*
33-9011.00	Animal Control Workers	43-5031.00	Police, Fire, and Ambulance Dispatchers
53-3022.00	Bus Drivers, School***	41-2031.00	Retail Salespersons***
43-4061.01	Claims Takers, Unemployment Benefits***	21-1093.00	Social and Human Service Assistants
33-3012.00	Correctional Officers and Jailers***	43-4181.01	Travel Clerks***

JOB ZONE 3 — SOCIAL — SUPPORT

*O*NET-SOC#*	*O*NET-SOC Title*
13-1071.02	Personnel Recruiters***
21-1092.00	Probation Officers and Correctional Treatment Specialists

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 4 — SOCIAL — SUPPORT

*O*NET-SOC#*	*O*NET-SOC Title*	*O*NET-SOC#*	*O*NET-SOC Title*
13-1041.03	Equal Opportunity Representatives and Officers	13-2072.00	Loan Officers***
13-2071.00	Loan Counselors***		

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 5 — SOCIAL — SUPPORT

*O*NET-SOC#*	*O*NET-SOC Title*
25-1191.00	Graduate Teaching Assistants**

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

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SOCIAL — WORKING CONDITIONS

JOB ZONE 1 — SOCIAL — WORKING CONDITIONS

*O*NET-SOC#*	*O*NET-SOC Title*
39-9011.00	Child Care Workers*

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 2 — SOCIAL — WORKING CONDITIONS

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 3 — SOCIAL — WORKING CONDITIONS

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 4 — SOCIAL — WORKING CONDITIONS

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 5 — SOCIAL — WORKING CONDITIONS

*O*NET-SOC#*	*O*NET-SOC Title*
19-3031.03	Counseling Psychologists**

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

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ENTERPRISING

ENTERPRISING — ACHIEVEMENT

JOB ZONE 1 — ENTERPRISING — ACHIEVEMENT

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 2 — ENTERPRISING — ACHIEVEMENT

*O*NET-SOC#*	*O*NET-SOC Title*
33-9021.00	Private Detectives and Investigators
41-4011.01	Sales Representatives, Agricultural
41-4011.03	Sales Representatives, Electrical/Electronic
41-4011.04	Sales Representatives, Mechanical Equipment and Supplies
41-4012.00	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
33-3051.03	Sheriffs and Deputy Sheriffs***
27-2042.01	Singers***
33-3052.00	Transit and Railroad Police

JOB ZONE 3 — ENTERPRISING — ACHIEVEMENT

*O*NET-SOC#*	*O*NET-SOC Title*
27-2011.00	Actors***
41-3011.00	Advertising Sales Agents
27-2021.00	Athletes and Sports Competitors
27-1022.00	Fashion Designers***
39-1021.00	First-Line Supervisors/Managers of Personal Service Workers
33-3051.02	Highway Patrol Pilots***
13-1031.02	Insurance Adjusters, Examiners, and Investigators
41-3021.00	Insurance Sales Agents
41-4011.02	Sales Representatives, Chemical and Pharmaceutical
27-2023.00	Umpires, Referees, and Other Sports Officials

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ENTERPRISING — ACHIEVEMENT (continued)

JOB ZONE 4 — ENTERPRISING — ACHIEVEMENT

*O*NET-SOC#*	*O*NET-SOC Title*	*O*NET-SOC#*	*O*NET-SOC Title*
11-2011.00	Advertising and Promotions Managers***	27-1024.00	Graphic Designers***
53-2011.00	Airline Pilots, Copilots, and Flight Engineers***	11-3040.00	Human Resources Managers
27-1011.00	Art Directors***	27-1025.00	Interior Designers***
27-1013.03	Cartoonists***	51-9071.01	Jewelers***
33-3021.04	Child Support, Missing Persons, and Unemployment Insurance Fraud Investigators	13-1111.00	Management Analysts
53-2012.00	Commercial Pilots***	19-3021.00	Market Research Analysts***
11-3041.00	Compensation and Benefits Managers	11-2021.00	Marketing Managers
33-3021.03	Criminal Investigators and Special Agents	33-1021.01	Municipal Fire Fighting and Prevention Supervisors***
29-1031.00	Dietitians and Nutritionists***	29-2081.00	Opticians, Dispensing
11-9032.00	Education Administrators, Elementary and Secondary School***	33-3021.01	Police Detectives
11-9031.00	Education Administrators, Preschool and Child Care Center/Program***	27-3031.00	Public Relations Specialists
11-3031.02	Financial Managers, Branch or Department	13-1023.00	Purchasing Agents, Except Wholesale, Retail, and Farm Products
33-1012.00	First-Line Supervisors/Managers of Police and Detectives	11-9151.00	Social and Community Service Managers***
11-1011.01	Government Service Executives	17-1022.00	Surveyors***
		11-3042.00	Training and Development Managers
		19-3051.00	Urban and Regional Planners***

JOB ZONE 5 — ENTERPRISING — ACHIEVEMENT

*O*NET-SOC#*	*O*NET-SOC Title*	*O*NET-SOC#*	*O*NET-SOC Title*
21-2021.00	Directors, Religious Activities and Education***	23-1011.00	Lawyers
19-3011.00	Economists***	41-9031.00	Sales Engineers
11-9033.00	Education Administrators, Postsecondary	53-5031.00	Ship Engineers***
21-1091.00	Health Educators***	11-3031.01	Treasurers, Controllers, and Chief Financial Officers

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ENTERPRISING — INDEPENDENCE

JOB ZONE 1 — ENTERPRISING — INDEPENDENCE

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 2 — ENTERPRISING — INDEPENDENCE

*O*NET-SOC#*	*O*NET-SOC Title*
53-5022.00	Motorboat Operators***
33-9021.00	Private Detectives and Investigators*
41-9022.00	Real Estate Sales Agents
41-4011.01	Sales Representatives, Agricultural*
41-4011.03	Sales Representatives, Electrical/Electronic*
41-4011.04	Sales Representatives, Mechanical Equipment and Supplies*
41-4012.00	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
33-3052.00	Transit and Railroad Police*
41-3041.00	Travel Agents*
39-6022.00	Travel Guides*

JOB ZONE 3 — ENTERPRISING — INDEPENDENCE

*O*NET-SOC#*	*O*NET-SOC Title*
13-1011.00	Agents and Business Managers of Artists, Performers, and Athletes
47-1011.02	First-Line Supervisors and Manager/Supervisors- Extractive Workers
45-1011.01	First-Line Supervisors and Manager/Supervisors - Agricultural Crop Workers
45-1011.02	First-Line Supervisors and Manager/Supervisors - Animal Husbandry Workers
43-1011.02	First-Line Supervisors, Administrative Support
43-1011.01	First-Line Supervisors, Customer Service
35-1012.00	First-Line Supervisors/Managers of Food Preparation and Serving Workers
53-1021.00	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand
41-1012.00	First-Line Supervisors/Managers of Non-Retail Sales Workers
39-1021.00	First-Line Supervisors/Managers of Personal Service Workers
51-1011.00	First-Line Supervisors/Managers of Production and Operating Workers
41-1011.00	First-Line Supervisors/Managers of Retail Sales Workers
53-1031.00	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators
11-9071.00	Gaming Managers
39-1011.00	Gaming Supervisors
37-1011.02	Janitorial Supervisors
11-9081.00	Lodging Managers
41-3031.02	Sales Agents, Financial Services
41-4011.06	Sales Representatives, Instruments
41-4011.05	Sales Representatives, Medical
13-1022.00	Wholesale and Retail Buyers, Except Farm Products

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ENTERPRISING — INDEPENDENCE (continued)

JOB ZONE 4 — ENTERPRISING — INDEPENDENCE

*O*NET-SOC#*	*O*NET-SOC Title*
11-3011.00	Administrative Services Managers
11-9011.02	Agricultural Crop Farm Managers
13-2021.02	Appraisers, Real Estate
35-1011.00	Chefs and Head Cooks
11-9021.00	Construction Managers
47-1011.01	First-Line Supervisors and Manager/Supervisors-Construction Trades Workers
49-1011.00	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers
11-9011.03	Fish Hatchery Managers
11-9051.00	Food Service Managers
11-9061.00	Funeral Directors
11-1011.01	Government Service Executives
17-2112.00	Industrial Engineers
11-3051.00	Industrial Production Managers
37-1012.01	Lawn Service Managers
11-9111.00	Medical and Health Services Managers
13-1121.00	Meeting and Convention Planners
11-9011.01	Nursery and Greenhouse Managers
11-9141.00	Property, Real Estate, and Community Association Managers
13-1021.00	Purchasing Agents and Buyers, Farm Products
41-3031.01	Sales Agents, Securities and Commodities
11-2022.00	Sales Managers
53-5021.01	Ship and Boat Captains
11-3071.02	Storage and Distribution Managers
11-3071.01	Transportation Managers

JOB ZONE 5 — ENTERPRISING — INDEPENDENCE

*O*NET-SOC#*	*O*NET-SOC Title*
23-1021.00	Administrative Law Judges, Adjudicators, and Hearing Officers
23-1022.00	Arbitrators, Mediators, and Conciliators
27-2022.00	Coaches and Scouts
11-3021.00	Computer and Information Systems Managers
11-9041.00	Engineering Managers
33-1021.02	Forest Fire Fighting and Prevention Supervisors***
19-3032.00	Industrial-Organizational Psychologists***
23-1023.00	Judges, Magistrate Judges, and Magistrates
11-9121.00	Natural Sciences Managers***
29-9011.00	Occupational Health and Safety Specialists***
53-5021.03	Pilots, Ship***
11-1011.02	Private Sector Executives
27-2012.03	Program Directors

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ENTERPRISING — RECOGNITION

JOB ZONE 1 — ENTERPRISING — RECOGNITION

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 2 — ENTERPRISING — RECOGNITION

*O*NET-SOC#*	*O*NET-SOC Title*
41-9022.00	Real Estate Sales Agents**

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 3 — ENTERPRISING — RECOGNITION

*O*NET-SOC#*	*O*NET-SOC Title*
27-2021.00	Athletes and Sports Competitors**
45-1011.01	First-Line Supervisors and Manager/Supervisors - Agricultural Crop Workers**
45-1011.02	First-Line Supervisors and Manager/Supervisors - Animal Husbandry Workers**
47-1011.02	First-Line Supervisors and Manager/Supervisors- Extractive Workers**
43-1011.02	First-Line Supervisors, Administrative Support**
43-1011.01	First-Line Supervisors, Customer Service**
53-1021.00	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand*
41-1012.00	First-Line Supervisors/Managers of Non-Retail Sales Workers*
51-1011.00	First-Line Supervisors/Managers of Production and Operating Workers**
41-1011.00	First-Line Supervisors/Managers of Retail Sales Workers*
53-1031.00	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators**
27-2023.00	Umpires, Referees, and Other Sports Officials**

JOB ZONE 4 — ENTERPRISING — RECOGNITION

*O*NET-SOC#*	*O*NET-SOC Title*
11-3011.00	Administrative Services Managers*
13-2061.00	Financial Examiners*
11-3031.02	Financial Managers, Branch or Department*
47-1011.01	First-Line Supervisors and Manager/Supervisors- Construction Trades Workers*
49-1011.00	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers*
33-1012.00	First-Line Supervisors/Managers of Police and Detectives**
17-2112.00	Industrial Engineers**
41-3031.01	Sales Agents, Securities and Commodities**
11-2022.00	Sales Managers*
53-5021.01	Ship and Boat Captains**

JOB ZONE 5 — ENTERPRISING — RECOGNITION

*O*NET-SOC#*	*O*NET-SOC Title*
27-2022.00	Coaches and Scouts**
11-9033.00	Education Administrators, Postsecondary*
27-2012.03	Program Directors**
11-3031.01	Treasurers, Controllers, and Chief Financial Officers**

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work-Value Master Lists.)

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ENTERPRISING — RELATIONSHIPS

JOB ZONE 1 — ENTERPRISING — RELATIONSHIPS

*O*NET-SOC#*	*O*NET-SOC Title*
39-6011.00	Baggage Porters and Bellhops
35-3011.00	Bartenders
35-2015.00	Cooks, Short Order***
41-2021.00	Counter and Rental Clerks***
41-9011.00	Demonstrators and Product Promoters
35-9011.00	Dining Room and Cafeteria Attendants and Bartender Helpers***
39-4021.00	Funeral Attendants***
39-3093.00	Locker Room, Coatroom, and Dressing Room Attendants***
39-5092.00	Manicurists and Pedicurists
53-6021.00	Parking Lot Attendants***
53-6031.00	Service Station Attendants***
53-3041.00	Taxi Drivers and Chauffeurs***
39-6021.00	Tour Guides and Escorts***
39-6032.00	Transportation Attendants, Except Flight Attendants and Baggage Porters
35-3031.00	Waiters and Waitresses***

JOB ZONE 2 — ENTERPRISING — RELATIONSHIPS

*O*NET-SOC#*	*O*NET-SOC Title*
39-6031.00	Flight Attendants
43-4081.00	Hotel, Motel, and Resort Desk Clerks***
43-3071.00	Tellers***
41-3041.00	Travel Agents
39-6022.00	Travel Guides

JOB ZONE 3 — ENTERPRISING — RELATIONSHIPS

*O*NET-SOC#*	*O*NET-SOC Title*
51-3021.00	Butchers and Meat Cutters***
35-2014.00	Cooks, Restaurant***
13-1071.01	Employment Interviewers, Private or Public Employment Service***
39-5012.00	Hairdressers, Hairstylists, and Cosmetologists
35-9031.00	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop
13-2052.00	Personal Financial Advisors***

JOB ZONE 4 — ENTERPRISING — RELATIONSHIPS

*O*NET-SOC#*	*O*NET-SOC Title*
37-1011.01	Housekeeping Supervisors
29-2081.00	Opticians, Dispensing*

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 5 — ENTERPRISING — RELATIONSHIPS

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

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ENTERPRISING — SUPPORT

JOB ZONE 1 — ENTERPRISING — SUPPORT

*O*NET-SOC#*	*O*NET-SOC Title*
33-3011.00	Bailiffs***
41-2011.00	Cashiers***
43-4041.01	Credit Authorizers***
43-4041.02	Credit Checkers***
53-3031.00	Driver/Sales Workers
43-4071.00	File Clerks***
43-3061.00	Procurement Clerks***
43-4171.00	Receptionists and Information Clerks***
33-9032.00	Security Guards***

JOB ZONE 2 — ENTERPRISING — SUPPORT

*O*NET-SOC#*	*O*NET-SOC Title*
43-4051.01	Adjustment Clerks***
43-3011.00	Bill and Account Collectors***
43-4021.00	Correspondence Clerks***
43-4051.02	Customer Service Representatives, Utilities***
39-3012.00	Gaming and Sports Book Writers and Runners
39-3011.00	Gaming Dealers
43-4081.00	Hotel, Motel, and Resort Desk Clerks***
43-4161.00	Human Resources Assistants, Except Payroll and Timekeeping***
43-9041.01	Insurance Claims Clerks***
43-9041.02	Insurance Policy Processing Clerks***
43-4031.03	License Clerks***
43-4131.00	Loan Interviewers and Clerks***
43-4031.02	Municipal Clerks***
43-4141.00	New Accounts Clerks***
43-4151.00	Order Clerks***
43-5081.04	Order Fillers, Wholesale and Retail Sales***
41-2022.00	Parts Salespersons
43-3051.00	Payroll and Timekeeping Clerks***
43-5061.00	Production, Planning, and Expediting Clerks***
43-4181.02	Reservation and Transportation Ticket Agents***
41-2031.00	Retail Salespersons
43-6014.00	Secretaries, Except Legal, Medical, and Executive***
43-3021.01	Statement Clerks***
13-2082.00	Tax Preparers***
23-2093.01	Title Searchers***

JOB ZONE 3 — ENTERPRISING — SUPPORT

*O*NET-SOC#*	*O*NET-SOC Title*
43-4031.01	Court Clerks***
13-1041.04	Government Property Inspectors and Investigators
33-3021.05	Immigration and Customs Inspectors***
43-6012.00	Legal Secretaries***
13-1041.02	Licensing Examiners and Inspectors***
53-5021.02	Mates- Ship, Boat, and Barge***
43-6013.00	Medical Secretaries***
13-1071.02	Personnel Recruiters
49-9096.00	Riggers***
23-2093.02	Title Examiners and Abstractors***

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ENTERPRISING — SUPPORT (continued)

JOB ZONE 4 — ENTERPRISING — SUPPORT

*O*NET-SOC#*	*O*NET-SOC Title*
13-1031.01	Claims Examiners, Property and Casualty Insurance***
13-2041.00	Credit Analysts***
13-1041.03	Equal Opportunity Representatives and Officers***
43-6011.00	Executive Secretaries and Administrative Assistants***
13-2053.00	Insurance Underwriters***
13-2071.00	Loan Counselors
13-2072.00	Loan Officers
53-6051.02	Public Transportation Inspectors
53-4031.00	Railroad Conductors and Yardmasters***
13-2081.00	Tax Examiners, Collectors, and Revenue Agents***

JOB ZONE 5 — ENTERPRISING — SUPPORT

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

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ENTERPRISING — WORKING CONDITIONS

JOB ZONE 1 — ENTERPRISING — WORKING CONDITIONS

*O*NET-SOC#*	*O*NET-SOC Title*
41-9091.00	Door-To-Door Sales Workers, News and Street Vendors, and Related Workers
41-9041.00	Telemarketers

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 2 — ENTERPRISING — WORKING CONDITIONS

*O*NET-SOC#*	*O*NET-SOC Title*
43-3021.02	Billing, Cost, and Rate Clerks***
43-3031.00	Bookkeeping, Accounting, and Auditing Clerks***
43-4011.00	Brokerage Clerks***
41-4011.03	Sales Representatives, Electrical/Electronic*

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 3 — ENTERPRISING — WORKING CONDITIONS

*O*NET-SOC#*	*O*NET-SOC Title*
43-6012.00	Legal Secretaries***

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 4 — ENTERPRISING — WORKING CONDITIONS

*O*NET-SOC#*	*O*NET-SOC Title*
13-2011.01	Accountants***
13-2021.01	Assessors***
13-2011.02	Auditors***
13-2031.00	Budget Analysts***
13-1051.00	Cost Estimators***
13-2061.00	Financial Examiners
23-2092.00	Law Clerks
23-2011.00	Paralegals and Legal Assistants
11-9131.00	Postmasters and Mail Superintendents
11-3061.00	Purchasing Managers

JOB ZONE 5 — ENTERPRISING — WORKING CONDITIONS

*O*NET-SOC#*	*O*NET-SOC Title*
23-1021.00	Administrative Law Judges, Adjudicators, and Hearing Officers*
23-1022.00	Arbitrators, Mediators, and Conciliators*
23-1023.00	Judges, Magistrate Judges, and Magistrates**
11-1011.02	Private Sector Executives**
11-3031.01	Treasurers, Controllers, and Chief Financial Officers*

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

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[*] Occupation included based on its highest interest area and second highest work value.

[**] Occupation included based on its highest interest area and third highest work value.

[***] Occupation included based on its second highest interest area and highest work value.

CONVENTIONAL

CONVENTIONAL — ACHIEVEMENT

JOB ZONE 1 — CONVENTIONAL — ACHIEVEMENT

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 2 — CONVENTIONAL — ACHIEVEMENT

*O*NET-SOC#*	*O*NET-SOC Title*
49-3023.02	Automotive Specialty Technicians***
47-2031.03	Carpenter Assemblers and Repairers***
51-6092.00	Fabric and Apparel Patternmakers***
33-2021.01	Fire Inspectors
33-2022.00	Forest Fire Inspectors and Prevention Specialists***
47-2044.00	Tile and Marble Setters***
51-2093.00	Timing Device Assemblers, Adjusters, and Calibrators***

JOB ZONE 3 — CONVENTIONAL — ACHIEVEMENT

*O*NET-SOC#*	*O*NET-SOC Title*
49-3011.03	Aircraft Body and Bonded Structure Repairers***
49-3021.00	Automotive Body and Related Repairers***
49-3023.01	Automotive Master Mechanics***
49-3031.00	Bus and Truck Mechanics and Diesel Engine Specialists***
17-3011.02	Civil Drafters***
13-1072.00	Compensation, Benefits, and Job Analysis Specialists***
17-3012.01	Electronic Drafters***
13-1041.01	Environmental Compliance Inspectors***
39-1021.00	First-Line Supervisors/Managers of Personal Service Workers***
17-3026.00	Industrial Engineering Technicians***
17-3031.02	Mapping Technicians
49-3053.00	Outdoor Power Equipment and Other Small Engine Mechanics***
27-4013.00	Radio Operators***
49-3043.00	Rail Car Repairers***
47-2031.02	Rough Carpenters***
51-9071.02	Silversmiths***

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CONVENTIONAL — ACHIEVEMENT (continued)

JOB ZONE 4 — CONVENTIONAL — ACHIEVEMENT

*O*NET-SOC#*	*O*NET-SOC Title*	*O*NET-SOC#*	*O*NET-SOC Title*
53-2021.00	Air Traffic Controllers	11-2021.00	Marketing Managers***
47-2031.05	Boat Builders and Shipwrights***	17-3013.00	Mechanical Drafters***
17-1021.00	Cartographers and Photogrammetrists	51-4061.00	Model Makers, Metal and Plastic***
15-1041.00	Computer Support Specialists***	51-7031.00	Model Makers, Wood***
17-3012.02	Electrical Drafters	29-2081.00	Opticians, Dispensing***
11-3031.02	Financial Managers, Branch or Department***	51-7032.00	Patternmakers, Wood***
19-4092.00	Forensic Science Technicians***	29-1051.00	Pharmacists***
51-9195.04	Glass Blowers, Molders, Benders, and Finishers***	13-1023.00	Purchasing Agents, Except Wholesale, Retail, and Farm Products***
11-1011.01	Government Service Executives***		
13-1111.00	Management Analysts***	15-2041.00	Statisticians***

JOB ZONE 5 — CONVENTIONAL — ACHIEVEMENT

*O*NET-SOC#*	*O*NET-SOC Title*	*O*NET-SOC#*	*O*NET-SOC Title*
25-4011.00	Archivists***	15-2021.00	Mathematicians***
25-1021.00	Computer Science Teachers, Postsecondary***	11-3031.01	Treasurers, Controllers, and Chief Financial Officers***
23-1011.00	Lawyers***		

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

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CONVENTIONAL — INDEPENDENCE

JOB ZONE 1 — CONVENTIONAL — INDEPENDENCE

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 2 — CONVENTIONAL — INDEPENDENCE

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 3 — CONVENTIONAL — INDEPENDENCE

*O*NET-SOC#*	*O*NET-SOC Title*	*O*NET-SOC#*	*O*NET-SOC Title*
15-1051.00	Computer Systems Analysts***	41-1011.00	First-Line Supervisors/Managers of Retail Sales Workers***
47-4011.00	Construction and Building Inspectors	11-9071.00	Gaming Managers***
43-1011.02	First-Line Supervisors, Administrative Support***	39-1011.00	Gaming Supervisors***
53-1021.00	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand***	11-9081.00	Lodging Managers***
41-1012.00	First-Line Supervisors/Managers of Non-Retail Sales Workers***	51-5022.07	Platemakers***
39-1021.00	First-Line Supervisors/Managers of Personal Service Workers***	41-3031.02	Sales Agents, Financial Services***
		51-9071.02	Silversmiths***
		13-1022.00	Wholesale and Retail Buyers, Except Farm Products***

JOB ZONE 4 — CONVENTIONAL — INDEPENDENCE

*O*NET-SOC#*	*O*NET-SOC Title*	*O*NET-SOC#*	*O*NET-SOC Title*
11-3011.00	Administrative Services Managers***	11-9141.00	Property, Real Estate, and Community Association Managers***
13-2021.02	Appraisers, Real Estate***	13-1021.00	Purchasing Agents and Buyers, Farm Products***
13-1041.06	Coroners***	41-3031.01	Sales Agents, Securities and Commodities***
15-1061.00	Database Administrators***	11-2022.00	Sales Managers***
11-9051.00	Food Service Managers***	11-3071.02	Storage and Distribution Managers***
11-1011.01	Government Service Executives***	51-5022.06	Strippers***
11-3051.00	Industrial Production Managers***	11-3071.01	Transportation Managers***
13-1121.00	Meeting and Convention Planners***		
15-2031.00	Operations Research Analysts***		

JOB ZONE 5 — CONVENTIONAL — INDEPENDENCE

*O*NET-SOC#*	*O*NET-SOC Title*	*O*NET-SOC#*	*O*NET-SOC Title*
11-3021.00	Computer and Information Systems Managers***	11-1011.02	Private Sector Executives***
13-2051.00	Financial Analysts***		

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

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CONVENTIONAL — RECOGNITION

JOB ZONE 1 — CONVENTIONAL — RECOGNITION

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 2 — CONVENTIONAL — RECOGNITION

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 3 — CONVENTIONAL — RECOGNITION

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 4 — CONVENTIONAL — RECOGNITION

*O*NET-SOC#*	*O*NET-SOC Title*
53-2021.00	Air Traffic Controllers**

(To find more occupations, look at the Interest and Work Value Master Lists.)

JOB ZONE 5 — CONVENTIONAL — RECOGNITION

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

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CONVENTIONAL — RELATIONSHIPS

JOB ZONE 1 — CONVENTIONAL — RELATIONSHIPS

*O*NET-SOC#*	*O*NET-SOC Title*
39-3091.00	Amusement and Recreation Attendants***
41-2021.00	Counter and Rental Clerks
43-5021.00	Couriers and Messengers***
35-9021.00	Dishwashers***
35-2021.00	Food Preparation Workers***
47-3011.00	Helpers—Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters***
47-3012.00	Helpers—Carpenters***
49-9098.00	Helpers—Installation, Maintenance, and Repair Workers***
47-3014.00	Helpers—Painters, Paperhangers, Plasterers, and Stucco Masons***
37-2012.00	Maids and Housekeeping Cleaners***
43-9061.00	Office Clerks, General
51-6011.01	Spotters, Dry Cleaning***
39-3031.00	Ushers, Lobby Attendants, and Ticket Takers***

JOB ZONE 2 — CONVENTIONAL — RELATIONSHIPS

*O*NET-SOC#*	*O*NET-SOC Title*
49-3091.00	Bicycle Repairers***
35-2011.00	Cooks, Fast Food***
35-2012.00	Cooks, Institution and Cafeteria***
47-3015.00	Helpers—Pipelayers, Plumbers, Pipefitters, and Steamfitters***
43-4081.00	Hotel, Motel, and Resort Desk Clerks
25-4031.00	Library Technicians
29-2052.00	Pharmacy Technicians
51-6021.01	Pressers, Delicate Fabrics***
21-1093.00	Social and Human Service Assistants***
43-3071.00	Tellers
43-4181.01	Travel Clerks
43-4061.02	Welfare Eligibility Workers and Interviewers***

JOB ZONE 3 — CONVENTIONAL — RELATIONSHIPS

*O*NET-SOC#*	*O*NET-SOC Title*
29-2021.00	Dental Hygienists***
31-9092.00	Medical Assistants***
29-2071.00	Medical Records and Health Information Technicians
39-9041.00	Residential Advisors***
25-9041.00	Teacher Assistants***

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

JOB ZONE 4 — CONVENTIONAL — RELATIONSHIPS

*O*NET-SOC#*	*O*NET-SOC Title*
27-4011.00	Audio and Video Equipment Technicians
25-9011.00	Audio-Visual Collections Specialists
39-4011.00	Embalmers***
37-1011.01	Housekeeping Supervisors***
25-4021.00	Librarians***
47-2161.00	Plasterers and Stucco Masons***
29-2034.02	Radiologic Technicians***

JOB ZONE 5 — CONVENTIONAL — RELATIONSHIPS

(No occupations for this combination in this job zone. To find occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

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CONVENTIONAL — SUPPORT

JOB ZONE 1 — CONVENTIONAL — SUPPORT

*O*NET-SOC#*	*O*NET-SOC Title*
43-3021.03	Billing, Posting, and Calculating Machine Operators
41-2011.00	Cashiers
43-2021.02	Central Office Operators
43-4041.01	Credit Authorizers
43-4041.02	Credit Checkers
43-2021.01	Directory Assistance Operators
43-9071.01	Duplicating Machine Operators
43-4071.00	File Clerks
43-4111.00	Interviewers, Except Eligibility and Loan
43-4121.00	Library Assistants, Clerical
43-9051.02	Mail Clerks, Except Mail Machine Operators and Postal Service
43-5081.02	Marking Clerks
43-5041.00	Meter Readers, Utilities
43-9061.00	Office Clerks, General
33-3041.00	Parking Enforcement Workers
43-5052.00	Postal Service Mail Carriers
43-3061.00	Procurement Clerks
43-4171.00	Receptionists and Information Clerks
43-5071.00	Shipping, Receiving, and Traffic Clerks
43-2011.00	Switchboard Operators, Including Answering Service
43-5111.00	Weighers, Measurers, Checkers, and Samplers, Recordkeeping

JOB ZONE 2 — CONVENTIONAL — SUPPORT

*O*NET-SOC#*	*O*NET-SOC Title*
43-4051.01	Adjustment Clerks
43-3011.00	Bill and Account Collectors
43-5011.00	Cargo and Freight Agents
43-4061.01	Claims Takers, Unemployment Benefits
43-4021.00	Correspondence Clerks
43-4051.02	Customer Service Representatives, Utilities
43-9021.00	Data Entry Keyers
43-5032.00	Dispatchers, Except Police, Fire, and Ambulance
53-6051.06	Freight Inspectors
43-4081.00	Hotel, Motel, and Resort Desk Clerks
43-4161.00	Human Resources Assistants, Except Payroll and Timekeeping
43-9041.01	Insurance Claims Clerks
43-9041.02	Insurance Policy Processing Clerks
43-4031.03	License Clerks
43-4131.00	Loan Interviewers and Clerks
43-4031.02	Municipal Clerks
43-4141.00	New Accounts Clerks
43-4151.00	Order Clerks
43-5081.04	Order Fillers, Wholesale and Retail Sales
43-3051.00	Payroll and Timekeeping Clerks
43-5051.00	Postal Service Clerks
43-5061.00	Production, Planning, and Expediting Clerks
43-9081.00	Proofreaders and Copy Markers
43-4181.02	Reservation and Transportation Ticket Agents
43-6014.00	Secretaries, Except Legal, Medical, and Executive
43-3021.01	Statement Clerks
43-5081.03	Stock Clerks- Stockroom, Warehouse, or Storage Yard
13-2082.00	Tax Preparers
23-2093.01	Title Searchers
43-4181.01	Travel Clerks
43-9022.00	Word Processors and Typists

JOB ZONE 3 — CONVENTIONAL — SUPPORT

*O*NET-SOC#*	*O*NET-SOC Title*
49-2011.01	Automatic Teller Machine Servicers***
51-4072.05	Casting Machine Set-Up Operators***
19-4061.01	City Planning Aides
51-4081.01	Combination Machine Tool Setters and Set-Up Operators, Metal and Plastic***
49-2022.03	Communication Equipment Mechanics, Installers, and Repairers***
43-9011.00	Computer Operators
43-4031.01	Court Clerks
51-2022.00	Electrical and Electronic Equipment Assemblers***
51-9061.04	Electrical and Electronic Inspectors and Testers***
49-2093.00	Electrical and Electronics Installers and Repairers, Transportation Equipment***
51-4193.01	Electrolytic Plating and Coating Machine Setters and Set-Up Operators, Metal and Plastic***
49-2096.00	Electronic Equipment Installers and Repairers, Motor Vehicles***
51-5023.07	Embossing Machine Set-Up Operators***
51-2031.00	Engine and Other Machine Assemblers***
51-8092.02	Gas Distribution Plant Operators***
51-8093.03	Gaugers***
19-4041.01	Geological Data Technicians***
13-1041.04	Government Property Inspectors and Investigators***
51-4033.01	Grinding, Honing, Lapping, and Deburring Machine Set-Up Operators***

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CONVENTIONAL — SUPPORT (continued)

JOB ZONE 3 — CONVENTIONAL — SUPPORT *(CONTINUED)*

*O*NET-SOC#*	*O*NET-SOC Title*
51-4191.01	Heating Equipment Setters and Set-Up Operators, Metal and Plastic***
33-3021.05	Immigration and Customs Inspectors
51-4034.00	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic***
51-4192.00	Lay-Out Workers, Metal and Plastic***
43-6012.00	Legal Secretaries
51-5023.03	Letterpress Setters and Set-Up Operators***
13-1041.02	Licensing Examiners and Inspectors
53-4012.00	Locomotive Firers***
49-9042.00	Maintenance and Repair Workers, General***
51-9061.01	Materials Inspectors***
43-6013.00	Medical Secretaries
51-4035.00	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic***
51-4193.03	Nonelectrolytic Plating and Coating Machine Setters and Set-Up Operators, Metal and Plastic***
49-2011.03	Office Machine and Cash Register Servicers***
51-8093.01	Petroleum Pump System Operators***
33-3021.02	Police Identification and Records Officers

*O*NET-SOC#*	*O*NET-SOC Title*
51-9061.03	Precision Devices Inspectors and Testers***
51-9195.01	Precision Mold and Pattern Casters, except Nonferrous Metals***
21-1092.00	Probation Officers and Correctional Treatment Specialists***
47-2171.00	Reinforcing Iron and Rebar Workers***
47-5012.00	Rotary Drill Operators, Oil and Gas***
51-5023.06	Screen Printing Machine Setters and Set-Up Operators***
51-8021.02	Stationary Engineers***
51-6062.00	Textile Cutting Machine Setters, Operators, and Tenders***
51-6063.00	Textile Knitting and Weaving Machine Setters, Operators, and Tenders***
51-6064.00	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders***
23-2093.02	Title Examiners and Abstractors
51-4194.00	Tool Grinders, Filers, and Sharpeners***
49-9012.02	Valve and Regulator Repairers***
51-4122.01	Welding Machine Setters and Set-Up Operators***

JOB ZONE 4 — CONVENTIONAL — SUPPORT

*O*NET-SOC#*	*O*NET-SOC Title*
17-3023.02	Calibration and Instrumentation Technicians***
13-1031.01	Claims Examiners, Property and Casualty Insurance
13-2041.00	Credit Analysts
49-9051.00	Electrical Power-Line Installers and Repairers***
51-5023.08	Engraver Set-Up Operators***
43-6011.00	Executive Secretaries and Administrative Assistants
51-2041.02	Fitters, Structural Metal- Precision***
53-7071.02	Gas Compressor Operators***
51-5022.01	Hand Compositors and Typesetters***
13-1032.00	Insurance Appraisers, Auto Damage
13-2053.00	Insurance Underwriters
53-4011.00	Locomotive Engineers***
51-9061.02	Mechanical Inspectors***
51-2041.01	Metal Fabricators, Structural Metal Products***
51-8011.00	Nuclear Power Reactor Operators***

*O*NET-SOC#*	*O*NET-SOC Title*
51-9083.02	Optical Instrument Assemblers***
51-4062.00	Patternmakers, Metal and Plastic***
51-8012.00	Power Distributors and Dispatchers***
51-8013.01	Power Generating Plant Operators, Except Auxiliary Equipment Operators***
51-9195.02	Precision Pattern and Die Casters, Nonferrous Metals***
13-1041.05	Pressure Vessel Inspectors***
53-6051.02	Public Transportation Inspectors***
49-9021.02	Refrigeration Mechanics***
49-9097.00	Signal and Track Switch Repairers***
49-2022.05	Station Installers and Repairers, Telephone***
17-3031.01	Surveying Technicians***
13-2081.00	Tax Examiners, Collectors, and Revenue Agents
51-4111.00	Tool and Die Makers***
53-7073.00	Wellhead Pumpers***

JOB ZONE 5 — CONVENTIONAL — SUPPORT

*O*NET-SOC#*	*O*NET-SOC Title*
51-5022.10	Electrotypers and Stereotypers***
53-6051.03	Marine Cargo Inspectors
51-5023.02	Offset Lithographic Press Setters and Set-Up Operators***
51-5022.11	Plate Finishers***

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

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CONVENTIONAL — WORKING CONDITIONS

JOB ZONE 1 — CONVENTIONAL — WORKING CONDITIONS

*O*NET-SOC#*	*O*NET-SOC Title*
43-3021.03	Billing, Posting, and Calculating Machine Operators*
43-4041.01	Credit Authorizers*
43-4041.02	Credit Checkers*
43-9051.02	Mail Clerks, Except Mail Machine Operators and Postal Service*
43-5052.00	Postal Service Mail Carriers*
43-3061.00	Procurement Clerks*
43-2011.00	Switchboard Operators, Including Answering Service*

JOB ZONE 2 — CONVENTIONAL — WORKING CONDITIONS

*O*NET-SOC#*	*O*NET-SOC Title*
43-3021.02	Billing, Cost, and Rate Clerks
43-3031.00	Bookkeeping, Accounting, and Auditing Clerks
43-4011.00	Brokerage Clerks
43-4161.00	Human Resources Assistants, Except Payroll and Timekeeping*
43-4031.02	Municipal Clerks*
43-3051.00	Payroll and Timekeeping Clerks*
29-2052.00	Pharmacy Technicians*
43-9081.00	Proofreaders and Copy Markers*
43-6014.00	Secretaries, Except Legal, Medical, and Executive*
43-9111.00	Statistical Assistants
23-2093.01	Title Searchers*

JOB ZONE 3 — CONVENTIONAL — WORKING CONDITIONS

*O*NET-SOC#*	*O*NET-SOC Title*
51-9071.04	Bench Workers, Jewelry***
49-2092.02	Electric Motor and Switch Assemblers and Repairers***
49-2097.00	Electronic Home Entertainment Equipment Installers and Repairers***
43-6012.00	Legal Secretaries
49-9094.00	Locksmiths and Safe Repairers***
29-2071.00	Medical Records and Health Information Technicians
51-4012.00	Numerical Tool and Process Control Programmers***
51-9131.02	Photographic Reproduction Technicians***
51-9083.01	Precision Lens Grinders and Polishers***
49-2021.00	Radio Mechanics***
51-6052.01	Shop and Alteration Tailors***
49-9064.00	Watch Repairers***

JOB ZONE 4 — CONVENTIONAL — WORKING CONDITIONS

*O*NET-SOC#*	*O*NET-SOC Title*
13-2011.01	Accountants
13-2021.01	Assessors
13-2011.02	Auditors
13-2031.00	Budget Analysts
13-1051.00	Cost Estimators
49-2011.02	Data Processing Equipment Repairers***
51-5022.09	Electronic Masking System Operators***
13-2061.00	Financial Examiners***
49-9021.01	Heating and Air Conditioning Mechanics***
23-2092.00	Law Clerks***
23-2011.00	Paralegals and Legal Assistants***
51-5022.02	Paste-Up Workers***
11-9131.00	Postmasters and Mail Superintendents***
11-3061.00	Purchasing Managers***
51-5022.05	Scanner Operators***

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CONVENTIONAL — WORKING CONDITIONS (continued)

JOB ZONE 5 — CONVENTIONAL — WORKING CONDITIONS

*O*NET-SOC#*	*O*NET-SOC Title*	*O*NET-SOC#*	*O*NET-SOC Title*
15-2011.00	Actuaries	51-5021.00	Job Printers***
51-5022.08	Dot Etchers***	53-6051.03	Marine Cargo Inspectors*

(To find more occupations, look at other job zones in this combination or refer to the Interest and Work Value Master Lists.)

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